CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURS ET PROFESSEURS D'UNIVERSITÉ

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CAUT speaks out

Ottawa neglects its duty to aboriginal students

By Tim Strutt

Ottawa should live up to its legal and moral responsibilities for aboriginal post-secondary students by removing non-academic barriers to their access to Canada's universities and colleges, CAUT President Alan Andrews told the Royal Commission on Aboriginal Peoples recently.

In a Nov. 18 presentation to the commission Professor Andrews stated that since 1986-87 the federal government has capped the financial assistance available to aboriginal students under the Post Secondary Student Support Program (PSSSP). Eligibility criteria and other limits on the type and duration of assistance have also been established for PSSSP.

President Andrews said that the commission should encourage the federal government to remove PSSSP funding limits and other administrative criteria because they only serve to discourage aboriginals from gaining a post-secondary education. Such discouragement is a serious educational problem because the aboriginal post-secondary participation rate is already lower than it is for all Canadians.

In addition to being a moral responsibility Professor Andrews argued that proper financial assistance is a legal requirement. He said that CAUT shared the view of most aboriginals that such assistance is both a treaty right and a fiduciary trust responsibility of the federal government.

Created in 1991 the Royal Commission on Aboriginal Peoples is scheduled to make its final report next year.

Copies of the CAUT brief to the commission may be obtained by contacting CAUT Government Relations Officer Tim Stutt at (613) 237-6885.

L'ACPPU à la défense des étudiants autochtones

Ottawa néglige son devoir envers eux

Le gouvernement fédéral devrait se montrer à la hauteur de ses responsabilités juridiques et morales envers les étudiants autochtones du niveau postsecondaire en supprimant les barrières non pédagogiques qui leur limitent l'accès aux universités et aux collèges canadiens. Le président de l'ACPPU, M. Alan Andrews, a comparu le 18 novembre dernier devant la Commission royale sur les peuples autochtones.

Lors de sa comparution, M. Andrews a déclaré que le gouvernement fédéral, depuis 1986-1987, avait restreint l'aide financière offerte aux étudiants autochtones au titre du Programme de soutien aux étudiants de niveau postsecondaire (PSNEP). Le programme prévoit des critères d'admissibilité et d'autres limites quant à la nature et à la durée de l'aide financière.

M. Andrews a déclaré que la commission devrait inviter le gouvernement fédéral à supprimer les limites imposées au financement du PSNEP ainsi que d'autres critères administratifs parce qu'ils dissuadent les autochtones d'acquérir une formation postsecondaire. Un tel découragement constitue un grave problème d'éducation étant donné que le nombre d'autochtones fréquentant les établissements d'enseignement postsecondaire est déjà inférieur à celui de tous les Canadiens.

Le professeur Andrews a soutenu qu'une aide financière suffisante était une condition juridique en plus d'être une responsabilité morale. Il a ajouté que l'ACPPU convenait avec la plupart des autochtones qu'une aide de ce genre était un droit découlant des traités et une obligation fiduciaire du gouvernement fédéral.

Créée en 1991, la Commission royale sur les peuples doit rendre public un rapport définitif l'année prochaine.

Il est possible de se procurer des exemplaires du mémoire de l'ACPPU présenté à la Commission en communiquant avec Tim Stutt, agent responsable des relations avec les gouvernements, au secrétariat de l'ACPPU, au (613) 237-6885.

Royal Commission on Aboriginal Peoples

Terms of Reference

1. The history of relations between Aboriginal peoples, the Canadian Government and Canadian society as a whole.
2. The recognition and affirmation of Aboriginal self-government; its origin, content and a strategy for progressive implementation.
3. Tbe land base for Aboriginal peoples, including the process for resolving comprehensive and specific claims, whether rooted in Canadian constitutional instruments, treaties or in Aboriginal title.
4. The historical interpretation and application, and potential future scope, of s.91(24) of the *Constitution Act, 1867* and the responsibilities of the Canadian Crown.
5. The legal status, implementation and future evolution of Aboriginal treaties, including modern-day agreements.
6. The constitutional and legal position of the Métis and off-reserve Indians.
7. The special difficulties of Aboriginal people who live in the North.
8. The *Indian Act* and the role, responsibilities and policies of the Department of Indian Affairs and Northern Development (DIAND).
9. Social issues of concern to Aboriginal peoples.
10. Economic issues of concern to Aboriginal peoples.
11. Cultural issues of concern to Aboriginal peoples.
12. The position and role of Aboriginal elders.
13. The position and role of Aboriginal women under existing social conditions and legal arrangements, and in the future.
14. The situation of aboriginal youth.
15. Educational issues of concern to Aboriginal peoples.
16. Justice issues of concern to Aboriginal peoples.

La commission royale sur les peuples autochtones

Mandat

1. L'histoire des relations entre les peuples autochtones, le gouvernement canadien et l'ensemble de la société canadienne.
2. La reconnaissance et l'affirmation de l'autonomie gouvernementale autochtone; ses origines, son contenu et une stratégie de mise en oeuvre progressive.
3. L'assise territoriale des peuples autocbtones, y compris le processus de résolution des revendications particulières et globales, que soient invoqués les instruments constitutionnels canadiens, les traités ou les titres ancestraux.
4. L'application et l'interprétation historiques ainsi que la portée future éventuelle du paragraphe 91(24) de la *Loi constitutionnelle de 1867*, et les responsabilités de la Couronne canadienne.
5. Le statut juridique, la mise en oeuvre et l'évolution future des traités autochtones, y compris les ententes récentes.
6. La situation des Métis et de Indiens bors réserves sur les plans constitutionnel et juridique.
7. Les difficultés particulières des peuples autocbtones du Nord.
8. La *loi sur les Indiens* et le rôle, les responsabilités et les politiques du ministère des Affaires indiennes et du Nord canadien (MAINC).
9. Les préoccupations sociales des peuples autochtones.
10. Les préoccupations économiques des peuples autochtones.
11. Les préoccupations culturelles des peuples autochtones.
12. La situation et le rôle des anciens dans les communautés autochtones.
13. La situation et le rôle des femmes autocbtones en vertu des arrangements sociaux et juridiques existants et futurs.
14. La situation des jeunes autochtones.
15. Les questions éducationnelles qui préoccupent les autochtones.
16. Les questions de justice qui préoccupent les autochtones.

ROYAL COMMISSION ON ABORIGINAL PEOPLES
COMMISSION ROYALE SUR LES PEUPLES AUTOCHTONES



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Mary Sillett
Commissioner/Commissaire

Social contract pages 4-5

Who pays the lawyer? page 8

L'université integrée page 11

UNB lifts suspension of mathematics professor

University and faculty association issue joint statement

Matin Yaqzan, a University of New Brunswick mathematics professor who was suspended following publication of his views on date rape, has been reinstated by the university.

The article and subsequent suspension of Professor Matin Yaqzan had ignited a national media debate on what limits, if any, should be imposed on academic freedom. The article prompted criticism by some who say Professor Yaqzan had promoted violence against women, while others defended his right to freedom of expression and voiced concern about the implications of the university's decision.

The article, called Rape — Past and Present, was printed in *The Brunswickan* student newspaper on Nov. 7, 1993. It represented Yaqzan's response to an article written in the Canadian Federation of Students' *Student Advocate* in Sept. 1993, by Candida Rifkind, Women's Commissioner on the national executive of the CFS.

On Nov. 12 the University of New Brunswick released a statement which said Yaqzan had been suspended and instructed to stay off the Fredericton campus while academic vice-president Thomas Traves conducted an investigation.

The media release, which was accompanied by an opinion piece for publication by Robin Armstrong, president of UNB, charging that Professor Yaqzan bad abused his position, said that while the suspension was precipitated by the article, the review would "encompass Prof. Yaqzan's total employment record."

One week later, on Nov. 19, the suspension was recinded, and the university and the Association of University of New Brunswick Teachers issued the following joint statement:

"The University wishes to clarify that the suspension of Professor Yaqzan was not intended as a disciplinary action under the terms of the Collective Agreement between the Association and tbe University. The suspension was intended to provide a cooling off period so that public safety and an orderly academic environment on campus could be maintained. No disciplinary action has been taken against Professor Yaqzan, and the suspension has been lifted as of 3 pm Friday, Nov. 19.

"In order to prevent any further disruptions for students, Professor Yaqzan's duties have been reassigned and he will not return to the classroom this term. This is not a disciplinary action and is taken under the terms of the workload article of the Collective Agreement.

"The University and the Association reaffirm commitments they have taken in the Collective Agreement with respect to Academic Freedom and Sexual Harassment.

"The Parties have been assured that Professor Yaqzan does not advocate, nor does he condone violence of any form against women.

"The University and the Association are opening discussions with the UNB Student Union with a view to making arrangements for a major conference to be held next term to discuss in an orderly and academic manner the serious issues of principle that arise when basic rigbts collide. Further announcements will be made as the planning of this conference proceeds.

"The Association and the University are committed to work together to maintain a positive atmosphere for learning and study at the University, based on respect for all persons and free intellectual inquiry based on an honest search for truth.

"The Parties have agreed to make no further comment on this matter at this time."

CAUT maintained close contact with AUNBT during the week and responded to numerous media inquiries on its behalf.

Faux Pas...

In the story dealing with the situation in the political science department at the University of Victoria (***Bulletin***, Oct. 1993, p. 7), we reported that the tenured members of the department had agreed to withdraw a letter, but that this information had not been communicated to those who received it. Contrary to our understanding at the time, the letter in question was addressed only to Dr. Somer Brodribb.

CAUT has also learned that vice-president Scully did not request Dr. Brodribb and other authors of the climate committee report to withdraw their report. Rather, he asked them to withdraw the general allegations that had been identified in the letter to her from tenured faculty.

CAUT regrets any misunderstanding and confusion this may have caused.

Dans l'article traitant de la situation prévalant au département des sciences politiques de l'Université de Victoria (***Bulletin*** d'octobre 1993, p. 7), nous avions écrit que les membres permanents du département avaient accepté de retirer leur lettre mais que les personnes qui l'avaient reçue n'en avaient pas été informées. Contrairement à ce que nous avions compris à ce moment là, la lettre n'avait été adressée qu'à Mme Somer Brodribb.

L'ACPPU a également appris que le vice-recteur, M. Scully, n'avait pas demandé à Mme Brodribb et aux autres auteurs du rapport du comité sur le climat de le retirer. Il leur a plutôt demandé de retirer les allégations générales que les professeurs permanents avaient soulignées dans la lettre qu'ils avaient adressée à Mme Bodribb.

L'ACPPU s'excuse d'avoir pu causer un malentendu ou de la confusion.

Postscript

The table of the federal election results on page 7 in the November 1993 edition of the ***Bulletin*** failed to give the results in the ridings surrounding the University of Northern British Columbia. The information is as follows:

Dans le tableau donnant les résultats des élections fédérales à la page 7 du numéro de novembre, il manquait les résultats de deux comtés voisins de l'University of Northern British Columbia. Les voici:

UNIVERSITY / UNIVERSITÉ	ELECTORAL DISTRICT / CIRCONSCRIPTION ÉLECTORALE	PROV: / PROV.	MEMBER / DÉPUTÉ	PARTY / PARTI
NORTHERN BRITISH COLUMBIA	PRINCE GEORGE-BULKLEY VALLEY	BC	DICK HARRIS	REF.
	PRINCE GEORGE-PEACE RIVER*	BC	JAY HILL	REF.

*The University is in close proximity to the riding.
L'université est située dans un comté voisin.

LETTERS / COURRIER

Pardon our French?

Whenever I receive the ***Bulletin***, I am shocked by the French overhead: "...professeures et professeurs..," which is as ugly to the eye as to the ear.

The French language follows strict rules among which a number of nouns are used only in the masculine such as professeur, ministre, architecte, auteur, senateur and many others. Nothing to do with sexism either. English is more malleable than French and could yield to inane feminist protests by allowing chairperson and chairwoman but French does not lend itself to such arbitrary manipulation or it becomes incorrect.

It is unexpected that an academic publication should allow itself such liberties with French grammar.

It is on a par with what I have heard on Radio Canada when the announcer speaks of Ms. Campbell as "la première ministre" and of Sheila Copps as "la vice-ministre." Such barbarisms make a French-speaking person cringe.

It is ironic that while the whole Quebec Quarrel supposedly rests on "the defense of the French language & culture," it should be the very people who ought to set an example in using it correctly, namely academics and the audiovisual, who are most prone to disfigure it.

Antoinette Montebran (Ret.)
French
Lakehead University

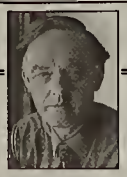
The CAUT Council passed a resolution at its January 1993 meeting to amend the French version of the association's name — Ed.

CAUT Meeting Schedule

Meeting	Date	Location
The National Consortium of Scientific and Educational Societies	Jan. 13	Ottawa
Librarians Committee	Jan. 14-15	Ottawa
Status of Women Committee	Jan. 14-15	Ottawa
Academic Freedom & Tenure Committee	Jan. 14-15	Ottawa
Co-op Executive	Feb. 2	Ottawa
CAUT Executive	Feb. 2-3	Ottawa
Co-op Workshop	Feb. 3-4	Ottawa
Co-op Board	Feb. 4	Ottawa
CAUT Council	Feb. 5-6	Ottawa
The National Consortium of Scientific and Educational Societies	Feb. 10	Ottawa

Calendrier des réunions de l'ACPPU

Réunion	Date	Lieu
Consortium national des sociétés scientifiques et pédagogiques	13 janvier	Ottawa
Comité des bibliothécaires	14-15 janvier	Ottawa
Comité du statut de la femme	14-15 janvier	Ottawa
Comité de la liberté universitaire et de la permanence d'emploi	14-15 janvier	Ottawa
Comité de direction (Coopérative)	2 février	Ottawa
Comité de direction (ACPPU)	2-3 février	Ottawa
Atelier (Coopérative)	3-4 février	Ottawa
Bureau de direction (coopérative)	4 février	Ottawa
Conseil (ACPPU)	5-6 février	Ottawa
Consortium national des sociétés scientifiques et pédagogiques	10 février	Ottawa



EDITORIAL / ÉDITORIAL

Western's decision on Journalism — a welcome reversal

Alan Andrews

It was pleasantly surprising to learn that the board of governors at the University of Western Ontario has rejected the recommendation of the senate that the Graduate School of Journalism should be shut down. It had seemed the Western administration had acted quite deliberately and had secured sufficient control of the process to obtain the result it wanted.

Remarkable then that the board took an independent stance, but welcome nevertheless. The CAUT Policy Statement makes it clear that any program redundancy requires bona fide academic reasons, and should only occur when both senate and the board of governors "concur in resolutions to that effect."

The original announcement by President George Pedersen saying that Journalism would close once his proposal had been considered by the senate and approved by the board, came on the day following a meeting of the university senate, a meeting at which future budgets were approved with nary a mention of the secret plan, and at which a search committee was struck to find a replacement for the dean of the Journalism faculty.

It was never completely clear whether the administration's scheme was based on financial or academic grounds. In retrospect, it looks very much like a knee-jerk reaction to pressure from the Province of Ontario. The first justification offered was that there were too many journalism programs; hence, the proposal to trade Western's graduate program to Carleton, though never agreed to by Carleton.

If there was indeed a case for a province-wide study, however, such an essential preliminary was never undertaken. Instead, the provincial government quietly encouraged the Western administration and made supportive statements to the media about the need for program cuts.

The administration never alleged any inadequacy in the quality of the program. Instead it concocted an argument about priorities — its priorities, amongst which Journalism did not figure.

The politics of such manoeuvres should be understood. They are essentially the politics of exclusion and marginalization. There is often an attempt to isolate the programs under attack. At their crudest, such stratagems are thinly disguised vote-buying, the votes to be bought being those of the groups who think they will cash in at the expense of the discontinued program(s). This motive was openly avowed in the debate at Toronto on the proposal to close the Forestry program.

In the senate at Western, the charge against the Faculty of Journalism was led by the deans of all the other faculties. At Western there are 17 deans, all ex-officio members of the senate. After caucusing with the Provost, almost all turned out for the Sept. 29 meeting at which they spoke with a single voice and voted together. Thus they effectively carried the 45 to 34 vote against Journalism.

There is a mean-minded variant of this strategy in which administrators bent on slashing and burning ad hominize the fight by demanding of any who come to the defence of administratively targeted programs that they then cough up the sum needed to keep the threatened program going. Consider, for example, the treatment of the president of the faculty association at the University of Waterloo when he came to the aid of the Dance program there.

This is why proper processes are needed both for determining academic redundancy and financial exigency.

Yes, academic programs may prove to be redundant; and yes, universities may find themselves financially strapped. CAUT has clear policies for dealing with such matters and many formal agreements embody procedures that have been properly negotiated and honourably entered into for dealing with them.

It remains a mystery why some administrators either resist proper procedures or want to circumvent them.

At Western, there was hardly a formal agreement. Consequently, what ensued was indeed an impressive example of inept and counterproductive academic labour relations. The administration and its allies rather contemptuously dismissed the faculty association from any significant role in the process or even discussion of the process. Instead they persisted in largely ad hoc arrangements which rode roughshod over considerations of fairness and process, including secret committee hearings from which those who were to be affected were excluded.

They should not now be surprised that the faculty association and the School of Journalism mounted a determined and ultimately successful campaign against their scheme.

It has been said that the special contribution to political science of the Hanoverian monarchy in Britain in the eighteenth century was unenlightened despotism. Were some administrators to have their way this infelicitous form of government would be revived and reborn on Canadian campuses to usher in the 21st century.

But this is a foolish game and it plays into the hands of those in government who now seek to manage universities and destroy their independence. Indeed, it is becoming increasingly difficult to distinguish university administrators from government bureaucrats in thought or utterance.

The government of Ontario appears to have been behind the attack on Journalism at Western. More recently, following presidential proposals to axe programs at Dalhousie, the government of Nova Scotia announced cuts in university funding. The former government of British Columbia of course threatened the universities if they didn't silence critics of the government, as did a minister in New Brunswick earlier this year.

In British Columbia, one university president stood up to the Social Credit government and publicly resisted the government's attempt to intrude upon the universities. His name was George Pedersen.

Journalisme: revirement de situation à l'Université Western

Le milieu universitaire a été agréablement surpris d'apprendre que le conseil d'administration de l'Université Western Ontario avait rejeté la recommandation du conseil d'université de fermer l'école d'études supérieures en journalisme. Il semble que l'administration de l'université a agi de manière plutôt délibérée et s'est assurée une maîtrise suffisante du processus pour arriver à ses fins.

Il est alors remarquable de constater la position distincte mais néanmoins bienvenue du conseil d'administration. D'après l'Énoncé de principes de l'ACPPU, il est clair que, pour déclarer un programme excédentaire, il faut des motifs universitaires véritables et seulement lorsque le conseil d'université et le conseil d'administration «en conviennent dans des résolutions à cet effet».

Le recteur, George Pedersen, a d'abord annoncé que l'école de journalisme fermerait dès que le conseil d'université aurait étudié sa proposition et que le conseil d'administration l'aurait approuvée. Il a fait cette annonce le lendemain d'une réunion du conseil d'université au cours de laquelle les prochains budgets ont été approuvés. On n'y a fait aucune mention du projet secret et on y a même créé un comité de recrutement chargé de trouver un remplaçant au doyen de l'école de journalisme.

On n'a jamais su de façon claire si le projet de l'administration se fondait sur des motifs financiers ou universitaires. Après coup, cette réaction ressemble beaucoup à un réflexe devant les pressions du gouvernement de l'Ontario. On a avancé, comme première justification, qu'il y avait trop de programmes en journalisme, ce qui explique l'échange du programme de l'Université Western avec celui de l'Université Carleton. Un troc que cette dernière n'a jamais accepté d'ailleurs.

S'il y avait effectivement matière à effectuer une étude à l'échelle de la province, aucune démarche préliminaire à cet effet n'a jamais été faite cependant. À la place, le gouvernement provincial a discrètement encouragé l'administration de l'Université Western et a fait des déclarations aux médias à l'appui du besoin de réduire des programmes.

De fait, l'administration n'a jamais prétendu que la qualité du programme était médiocre. Elle a plutôt inventé un argument au sujet de ses priorités parmi lesquelles ne figurait pas l'école de journalisme.

Il faut comprendre ces manoeuvres qui sont essentiellement des pratiques d'exclusion et de marginalité. On tente souvent d'isoler les programmes attaqués. À l'état brut, ces stratagèmes déguisent à peine une complicité achetée. On a en effet acheté les personnes qui croient qu'elles en profiteront au détriment des programmes supprimés. Cette motivation a été ouvertement admise lors du débat sur le projet de fermeture du programme de foresterie à l'Université de Toronto.

Dans le cas du conseil d'université de l'Université Western, ce sont les doyens de toutes les autres facultés qui ont mené la charge contre l'école de journalisme. Ils sont 17 et tous membres d'office du conseil d'université. Après des conciliabules avec le vice-recteur aux études, ils étaient presque tous présents à la réunion du 29 septembre au cours de laquelle ils se sont unanimement prononcés par suffrage en faveur de la fermeture. Ils ont donc remporté le vote au compte de 45 contre 34.

Il existe une variante mesquine de cette stratégie. Elle consiste, pour les administrateurs résolus à tout brûler et à tout détruire, à personnaliser le conflit en exigeant de quiconque prend la défense du programme attaqué de cracher les fonds nécessaires pour maintenir le programme en vie. Songez, par exemple, au traitement inique infligé au président de l'association des professeurs de l'Université de Waterloo lorsqu'il est venu à la rescousse du programme de danse.

Voilà pourquoi il est nécessaire de mettre en place de bonnes procédures visant à déterminer tant les programmes excédentaires que l'urgence financière.

Il est vrai que des programmes peuvent se révéler excédentaires; Il est aussi vrai que des universités peuvent être très serrées financièrement. L'ACPPU dispose de politiques claires traitant de ces questions. De plus, de nombreuses ententes officielles comportent des procédures correctement négociées et honorablement conclues pour s'en occuper.

Pourquoi certains administrateurs résistent à ces procédures ou veulent les contourner demeure un mystère.

À l'Université Western, il n'y a guère eu d'entente officielle. Ce qui en a résulté, par conséquent, n'était de fait qu'un exemple impressionnant de relations de travail ineptes et inefficaces. L'administration et ses alliés ont plutôt écarté dédaigneusement l'association de professeurs de tout rôle important ou même de toute discussion. Ils ont persisté à conclure des ententes particulières pour la plupart qui passaient outre à des considérations d'équité et de procédure, y compris des audiences de comités à huis-clos dont étaient exclues les personnes touchées.

Ils ne devraient donc pas se surprendre que l'association de professeurs et l'école de journalisme aient monté une campagne résolue contre leur projet, campagne qui a finalement porté fruit.

On a dit que la monarchie du Hanovre, dans la Grande-Bretagne du dix-huitième siècle, avait apporté aux sciences politiques un despotisme rétrograde. Si certains administrateurs avaient obtenu ce qu'ils voulaient, on aurait assisté à la renaissance de cette forme malheureuse de gouvernement sur les campus canadiens à l'aube du 21e siècle.

Ce jeu est toutefois insensé et il se joue entre des fonctionnaires qui cherchent maintenant à administrer les universités et à détruire leur autonomie. De fait, il est de plus en plus difficile de distinguer les administrateurs universitaires des bureaucrates du gouvernement par leur pensée ou leurs paroles.

Il semble que le gouvernement de l'Ontario soit à l'origine des charges contre l'école de journalisme de l'Université Western. Récemment, le gouvernement de Nouvelle-Écosse a annoncé qu'il réduisait le financement des universités à la suite de propositions du recteur de l'Université Dalhousie de sabrer des programmes. L'ancien gouvernement de Colombie-Britannique, bien entendu, a fait des menaces aux universités si elles ne cessaient pas de le critiquer, comme l'a fait un ministre du Nouveau-Brunswick plus tôt cette année.

En Colombie-Britannique, le recteur d'une université a tenu tête au gouvernement créditiste et a publiquement résisté aux tentatives de celui-ci de s'ingérer dans les affaires de l'université. Il s'appelait George Pederson.

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Summary of Ontario's "Social Contract" agreements

Following are summaries of the highlights of agreements reached between faculty associations and their administrations under Bill 48, the Social Contract Act. All agreements extend at least until March 31, 1996; some extend slightly beyond that to coincide with normal bargaining schedules. Some agreements now substitute for or include regular collective agreements; others stand parallel to collective agreements

Details on the agreements reached at Collège Universitaire de Hearst and at the Ontario Institute for Studies in Education, were not available at press time.

Algoma University College

Salary: There will be no across the board salary increases, but faculty will receive 50 per cent of their normal PTR increases in each of the three years. The other 50 per cent will be added to base salaries at the end of the social contract period if operating grants, tuition fees and enrolment fall within certain parameters.

Unpaid Days: Algoma faculty face three days off without pay each year. For each one per cent decline in operating grants uncompensated by fee increases, there will be two additional days of unpaid leave, to a maximum of nine additional days per year.

Other: The faculty will receive one year's retroactive indexing of pensions for each year of the agreement. Hirings have been deferred in order to reduce expenditures by $110,000. A committee has been established to identify savings and additional revenues, which will be used to restore the unfilled positions and reduce mandatory unpaid days of leave, with equal amounts of additional revenues and savings being allocated to each. The pension fund will be reviewed to determine how the surplus can best be used to improve the plan and meet the Social Contract target.

Brock University

Salary: Compensation will be frozen for three years. Faculty members receiving a promotion will be increased to the floor of the new rank.

Unpaid Days: There will be four days of unpaid leave in each of the three years.

Other: Approximately $925,000 of the pension surplus each year will fund a contribution holiday by the employer. This is costed at 2.5 per cent of the pensionable earnings of the members of the plan, or six days' pay.

The early retirement plan will be offered to faculty earlier than usual during the first two years of the agreement. The agreement may be reopened if the operating surplus or pension surplus in any year exceeds certain levels, or if the reduction in Additional Qualification funding is borne entirely by those universities teaching Additional Qualification courses. If the third condition of the reopener is met, the maximum number of days off which can be required would bring the total to six.

Carleton University

Salary: Academic staff at Carleton received a 2.4 per cent increase on May 1 for the 1993-94 academic year; compensation and benefits are frozen thereafter.

Unpaid Days: Up to twelve days unpaid leave each year are possible, but that will be largely offset by the yield from pension contribution holidays.

Other: The employer's and employees' pension plan contributions will both be reduced due to an excess surplus. The employer's contributions will meet the requirements of the Pension Benefits Act; if this is less than 2.4 per cent of the total earnings of the plan members, then the difference will be allocated to the social contract target. The current collective agreement has been extended to April 30, 1996.

University of Guelph

Salary: There will be a comprehensive compensation freeze, which is calculated to save the institution $1.9 million towards its annual social contract target.

Unpaid Days: There will be three unpaid days per year, which will save $1.2 million annually.

Other: The pension savings generated by the salary freeze and a university contribution holiday will contribute $4.9 million.

Approximately $700,000 in pension savings is targeted for enhanced early retirement provisions, facilitated exits, and redeployment training initiatives. If savings beyond those required to meet the entire target are found, they will be applied to reduce the unpaid days. There will be no lay offs during fiscal 1993/94.

Huron College

Salary: There will be a total compensation freeze, excluding promotions to a bigher rank, for the three years.

Unpaid Days: There will be no unpaid days the first year, and a maximum of four unpaid days in the second and third years. Unpaid days would only be used if the compensation freeze, savings from retirements, early retirements and voluntary workload reductions, efficiency and productivity improvements, and deferring full-time replacements or replacing them with part-time appointments do not meet the social contract target.

Other: There will be no layoffs for the duration of the agreement. Effective April 1, 1996, the employer and employee contributions to the pension plan will be raised from 5.4 per cent to six per cent.

King's College

Salary: There will be a freeze in salaries and benefits for the full three years.

Unpaid Days: The agreement requires two days of unpaid leave, which may be adjusted during the annual joint meeting process between the employer and the employee associations.

Other: There will be no layoffs, terminations or nonrenewal of renewable contracts for the purpose of achieving the target. Collective bargaining will occur in 1994 and 1995 to discuss matters not covered by the local agreement. The agreement may be reopened if provincial base grants change by more than one per cent in either direction in a single year, or if provincial tuition fees increase at a rate greater than national CPI, or if either party feels that discussion to adjust compensation or benefits is warranted.

Lakehead University

Salary: There will be a total compensation freeze for the three years.

Unpaid Days: The combination of voluntary financial contributions, other salary saving measures and unpaid leaves must total a minimum of $910,000 over the term of the agreement.

Other: Enrolment increases will produce productivity savings of $656,000 in 1993/94, and additional savings thereafter. Salary savings from resignations, retirements, disability replacements and other revenues will offset $200,000 annually. Other expenses will be reduced by $75,000.

There will be no layoffs as a result of the Social Contract Act. If there are further income reductions or further cost savings, a committee will determine what measures would then take effect.

Laurentian University

Salary: There will be a total freeze on compensation for the three years.

Unpaid Days: There will likely be three unpaid days per year required. If a proposal to pay pension administration costs out of the pension fund is not accepted by the Pension Committee, a maximum of five unpaid days per year will be required.

Other: The faculty association and the employer failed to reach a local agreement before the August 10 deadline, and are now in a fail-safe position under the Act. The employer did reach an agreement with the other employee groups on campus, and discussions are under way which would allow LUFA to participate in the committees established in the agreement, and to benefit from any savings identified by the committees. Discussions are also under way with respect to the provisions of the plan which the employer must post under Section VII of the Act, and the impact of fail-safe on the LUFA collective agreement. The salary and unpaid day provisions above parallel the agreement reached with other employee groups, and will most probably be contained in the fail-safe plan.

McMaster University

Salary: There will be no scale increases; career path and merit increments are reduced in years one and two and eliminated in year three. However, years two and three increments may be enhanced through a negotiated salary scale reduction.

Unpaid Days: None.

Other: The university's pension contribution savings will go to the social contract target. Members' contributions to the plan will also be reduced, but will increase in the second and third years to fund the increase CP/M increments.

Nipissing University

Salary: There will be a total compensation freeze for the three years.

Unpaid Days: Faculty in the Crown Life Pension Plan will take seven unpaid non teaching days of leave each year, while employer pension contributions are reduced two per cent. Faculty in the Teachers Pension Plan will take 12 unpaid non teaching days of leave each year.

Other: The parties will review the benefits package; any savings found will be used to offset the social contract target. In addition, the parties will look for alternative employment measures and permanent budget reductions to offset the target.

Ontario College of Art

Salary: There will be a total compensation freeze for the three years.

Unpaid Days: seven+ unpaid days per year are likely to be required.

Other: The Faculty Association and the administration failed to reach an agreement before the August 10 deadline, and the failsafe provisions of the Act now apply. At Forum press time, the administration bad yet to post a plan under Section VII of the Act; however they have indicated that the plan will likely involve the above provisions.

University of Ottawa

Salary: There will be no across-the-board salary increases for the three years. PTR is eliminated for the first year but restored to 50 per cent for years two and three.

Unpaid Days: APUO members face two days off in the first year, three, in the second and four+ in the third.

Other: The professional development allowance of $350 will be available for 1993-94, but not in the last two years of the agreement. A pension surplus will allow the employer a contribution holiday.

Queen's University

Salary: Faculty will receive a previously negotiated three per cent increase effective April 1, 1993.

Unpaid Days: Faculty will face 5.5 unpaid days in year one, five in year two and two in year three, although this can vary based on an individual's merit assessment. If sufficient savings through productivity improvements cannot be found in years two and three, the number of unpaid days could increase up to eight. The days of unpaid leave could be reduced if savings are identified to fund minimum guaranteed contributions to the pension plan.

Other: $2 million each year from the pension plan surplus will be used to fund the employer's contributions to the plan.

Ryerson Polytechnical University

Salary: Salaries are frozen from June 14, 1993 to March 31, 1996. On April 1, 1996, there will be a one per cent across-the-board increase.

Unpaid Days: Members face eight+ unpaid days in year one and six in years two and three.

Other: There will be no layoffs. The pension plan will be actuarially reassessed to determine if a contribution holiday is possible. If the Pension Committee recommends a holiday, 65 per cent of the savings from the reduced contribution requirement will be used to reduce the number of days of unpaid leave. If revenues for the student residence and conference operation are higher than expected, the excess will be used to reduce the number of unpaid days. A Working Committee to Improve Efficiency will be established; any savings realized will reduce the impact of the social contract target.

University of Toronto

Salary: There will be no scale increases. Full PTR is maintained for years one and two; there will be no PTR in year three.

Unpaid Days: Over the three year period, there will be a total of six days of unpaid leave, scheduled by the University.

Other: Benefit improvements as awarded by arbitration for 1993-94 will proceed. Collective bargaining on nonmonetary issues may proceed in years two and three of the agreement. The balance of the financial target will be met through the utilization of pension savings. A committee has been established with equal employer-employee representation to identify, cost and make recommendations on the use of savings arising from the elimination of waste and inefficiency. There will be no lay-offs or non-renewal of renewable contracts for the purpose of achieving the target. The University signed a letter of understanding with the faculty association agreeing that failure to pay PTR in 1995/96 is the result of the social contract and cannot be relied upon in subsequent negotiations or before an arbitrator.

Trent University

Salary: The salary scale will remain frozen, and there will be no merit awards for the three years. However, Career Development Increments (or PTR increments) are preserved.

Unpaid Days: Seven unpaid days will be taken each year:

➡

two in the fall reading week, three during the Christmas break, and two during the spring reading week.

Other: The employer's contributions to the pension plan will be reduced by $379,109 in each year of the agreement, and this reduction will be funded through the plan surplus. The agreement is without prejudice to the current dispute over the use of the pension plan surplus, or the association's claim to salary parity within the Ontario University System.

University of Waterloo

Salary: The 1993/94 previously negotiated scale increase of two per cent has been deferred to April 1, 1996 and is conditional on university income increases. There will be no scale increase for 1994/95 and 1995/96. Faculty will receive their full endrate PTR increase in the first year, although it will be deferred four months. Fifty per cent of normal PTR will be paid in the second and third years; further restoration is possible, conditional on university income increases.

Unpaid Days: There will be five unpaid days the first year and up to eight in the second and third years.

Other: The University and the employees each make pension plan contributions at 90 per cent of the normal total employees contribution level (down from 117 per cent and 100 per cent for the University and the employees respectively) for the three-year period.

University of Western Ontario

Salary: There will be a total compensation freeze for the three years. A catch up clause will be honoured for continuing Assistant Professors effective June 30, 1993, resulting in an increase of $1,600, and will be funded from the academic staff pension fund in 1993-94. The clause in the previous agreement which provided that UWO would be no less than fifth among the largest ten Ontario universities in average salary has been retained.

Unpaid Days: There will be five unpaid days in the first year, seven+ in year two, and five in year three.

Other: The agreement will be reopened if provincial base grants change by greater than one half per cent in either direction in a single year, and/or if tuition fees increase 10 per cent or more in an single year and/or if it is mutually agreed that discussion on compensation or benefits is warranted. At any time during the term of the agreement, the faculty association may request that the academic pension surplus be directed towards ameliorating the compensation reductions outlined above. No employee will be terminated, laid off or have their work week hours reduced involuntarily as a result of the local agreement.

Wilfrid Laurier University

Salary: Faculty will receive a 1.2 per cent scale increase for the 1993-94 year. There will be a compensation freeze in years two and three.

Unpaid Days: There will be three unpaid days in year one, up to two in year two and up to one in year three.

Other: The university will use $1 million pension surplus in each year of the agreement to reduce its contribution. Other savings will come from early retirements or reductions of waste and inefficiency. No permanent employee will be laid off during the period covered by the agreement.

University of Windsor

Salary: There is a total compensation freeze for three years. However on June 30, 1996 (the day the agreement expires) salary minima (floor salaries only) will be increased for all categories, ranging from five per cent to 8.8 per cent and all faculty members will receive one round of PTR. Salaries will also be increased by any adjustments required by the Windsor Salary Standard, and anomaly adjustments will be added to base salaries (to be paid from an anomalies fund of $150,000). These increases are not retroactive.

Unpaid Days: No unpaid days are to be taken.

Other: There were also improvements to other monetary and non-monetary items in the collective agreement.

York University

Salary: Faculty received a retroactive increase to base salary of 1.58 per cent for 1992-93; salaries are subsequently frozen at that level until 1996. Payment of PTR is also suspended until May 1, 1996.

Unpaid Days: The maximum number of unpaid days required in each year will be three, and the anticipated number will be zero.

Other: Early retirements, reductions in waste and inefficiencies, new incomes, and a maximum allowable pension contribution holiday will all go to the social contract target.

A "shadow" salary including PTR will be calculated for any member who retires and for whom the last five years of service overlaps with any part of the social contract period. Any additional pension contributions required as a result of this will be paid out of the actuarial surplus.

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The accompanying chart shows salary settlements currently available for 1992-1993 and 1993-1994. A number of institutions are still negotiating the salary settlements for 1993-1994. Only percentage increases to the salary scales are shown, and neither progress through the ranks (PTR) nor career development increments (CDI) are included. Settlements influenced by the social contract or other government freezes are noted accordingly. The OCUFA Forum reprint describes the impact of the provincial government's social contract on Ontario universities which affects the figures for 1993-94. Any questions or comments concerning these data ought to be addressed to Bob Moore at the CAUT office.

SALARY SCALE SETTLEMENTS (NOT INCLUDING PTR/CDI) 1992-1993 and 1993-1994 (NUMBERS ARE % UNLESS NOTED OTHERWISE)

UNIVERSITY	1992/1993	1993/1994
ALBERTA		
Alberta	1 + $690 lump sum	0
Athabasca	2.5 **	0
Calgary	2	0
Lethbridge	$900 lump sum	0
BRITISH COLUMBIA		
Simon Fraser	0 (July 92) .75 (April 93)	1.3 (July 93)
Victoria	$690	$525
MANITOBA		
Manitoba	5	under negotiation
NEW BRUNSWICK		
Moncton	1.5	0
Mount Allison	CPI	CPI
New Brunswick	3 + CPI adj.	3 + CPI adj.
St. Thomas	4.2	1.3 + COLA (Jan. 1/94)
NEWFOUNDLAND		
Memorial	0 (not govt. imposed)	0 (not govt. imposed)
NOVA SCOTIA		
Acadia	0 (wage freeze)	6 (freeze off)
Dalhousie	4 + COLA	CPI
ONTARIO *		
Algoma	2.9	0
Brock	1.5	0
Carleton	5.7	2.4
Guelph	5.6	0
Huron	3.5	0
Kings	2	0
Lakehead	4	0
Laurentian	1.47 + catch-up	0
McMaster	2	0
Nipissing	5	0
OISE	2	0
Ottawa	5.5	0
Queen's	0	3 (increase negotiated previously)
Ryerson	1	0
Toronto	4	0
Trent	4	0
Waterloo	1.5	0
Western	1.5	0
Wilfrid Laurier	5	1.2
Windsor	5.6	0
York	1.58	0
QUEBEC		
Laval	3 (June 92) 3 (Dec. 92)	base rate det'd by govt.
SASKATCHEWAN		
Regina	4	not yet negotiated

*** = social contract 1993/1994**

**** = includes technical adjustment**

Dalhousie's program cuts get 'financial consideration'

Board of governors agrees to let planned cuts stand as financial framework in setting 1994/95 budget

A recommendation by Dalhousie University's budget advisory committee to severely reduce funding for several faculties has been approved by the university's board of governors as a "financial framework" in development of the university's 1994/95 operating budget.

Approval was given despite public outcry, expressions of outrage from faculty associations across Canada, and the filing of a grievance by the Dalhousie Faculty Association. Departments targeted for closure by President Howard Clark include Theatre (including Costume Studies) and Music in the Faculty of Arts and Social Sciences, and the phasing out or closing of the Schools of Public Administration and Library and Information Studies in the Faculty of Management.

The motion was passed, with about one-third opposed, at a meeting of the board of governors held on Oct. 19.

In debate prior to the vote, DFA President Colin Stuttard delivered a statement on behalf of the association's members. Stuttard noted the recommendations of the report and the response of President Clark "carry an aura of alarm that Dalhousie faces financial exigency in 1997 unless the proposed measures are taken now to avoid that situation."

He reminded members of the board that the collective agreement between the university and the DFA addresses financial exigency at article 27 and urged them to follow the agreement.

"If you find, in setting new financial limits, that you lack the resources to maintain existing programs, then you have agreed to follow articles 26 and 27 of our collective agreement to cope with your straitened circumstances," he said.

Stuttard said the report and the president's recommendations have already established a climate of fear and despondency within the targeted units.

The DFA delivered its grievance form to President Clark on the day of the board meeting. Under the terms of the collective agreement, the required formal meeting was held on Nov. 2.

As a remedy to the grievance, the DFA has requested that President Clark publicly retract the recommendation for program closures, acknowledge that there exist no bona fide academic reasons for the elimination of these programs and agree with the interpretation of the DFA respecting the rights of senate and the board of governors.

It also calls on the president to affirm his intention to abide by the agreed processes for academic and financial decision-making at Dalhousie as outlined in the collective agreement. At the time of writing, the DFA was still awaiting a response from the president.

As an indication of support for the DFA, several faculty associations have sent letters of protest to President Clark, Board Chair Allan Shaw and others calling on them to abide by their collective agreement.

The university has responded with a form letter which states it regrets the "necessity to consider measures such as these" and that following the process of consideration it hopes that "alternatives to closing programs which are consistent with Dalhousie's commitment to overall academic quality and to financial responsibility may yet emerge from their deliberations."

Université Dalhousie : des compressions considérées comme un cadre financier pour l'établissement du budget

Le conseil d'administration de l'Université Dalhousie a approuvé la recommandation du comité consultatif sur le budget visant à réduire serieusement le budget de plusieurs facultés. Cette recommandation est considérée comme un cadre financier pour l'établissement du budget d'exploitation de 1994-1995 de l'université.

Le cadre a été approuvé malgré un tollé général, tant de la part de la population que des associations de professeurs de tout le Canada, et en dépit du dépôt d'un grief par l'association des professeurs de l'Université Dalhousie. L'administration entend fermer les départements de théâtre, dont les études sur le costume, et de musique de la faculté des arts et des sciences sociales et supprimer graduellement ou fermer l'école d'administration publique et l'école de bibliothéconomie et d'études sur l'information de la faculté de gestion.

Le conseil d'administration a adopté la motion lors d'une réunion tenue le 19 octobre. Le tiers des membres s'y est opposé.

Au cours du débat précédant le vote, Colin Stuttard, président de l'association des professeurs, a fait une déclaration au nom de ses membres. Il a souligné que les recommandations du rapport et la réponse du recteur Clark comportaient une menace d'urgence financière pour l'université en 1997 à moins que les mesures proposées soient prises dès maintenant pour l'éviter.

Il a ensuite rappelé aux membres du conseil d'administration que la convention collective conclue entre l'université et l'association des professeurs réglait la question de l'urgence financière au moyen de l'article 27. Il leur a fortement recommandé de respecter la convention.

«Si, en fixant de nouvelles contraintes financières, vous constatez que vous n'avez pas les ressources pour maintenir des programmes, vous avez alors accepté de respecter les articles 26 et 27 de notre convention collective pour composer avec cette situation difficile» a poursuivi M. Stuttard.

Il a déclaré que le rapport et les recommandations du recteur avaient déjà semé un climat de peur et de découragement au sein des unités d'enseignement visées.

L'association des professeurs a remis son formulaire de grief au recteur de l'université, M. Howard Clark, le jour de la réunion du conseil d'administration. La réunion officielle exigée s'est tenue le 2 novembre en application de la convention collective. Comme solution de rechange au grief, l'association de professeurs a demandé au recteur de retirer la recommandation de supprimer des programmes, de reconnaître qu'aucun motif universitaire véritable n'explique la suppression de ces programmes et d'accepter l'interprétation de l'association des professeurs quant aux droits du conseil d'université et du conseil d'administration.

Elle demande également au recteur d'affirmer son intention de se conformer au processus convenu de la convention collective relativement aux décisions universitaires et financières. Au moment de la rédaction de ces lignes, l'association des professeurs attendait toujours la réponse du recteur.

Pour manifester leur appui à l'association des professeurs, plusieurs associations ont envoyé des lettres de protestation au recteur, au président du conseil d'administration, Allan Shaw, et à d'autres, en leur demandant de se conformer à la convention collective.

L'administration a répondu par une lettre type dans laquelle elle déclarait regretter la nécessité d'envisager des mesures de la sorte. Elle y déclarait également qu'elle espérait, après le processus d'examen, que des solutions de rechange à la fermeture des programmes conformes à l'engagement de l'université envers une qualité globale d'enseignement et sa responsabilité financière puissent ressortir des délibérations.

TAX FAX

Robertson & Hill
Chartered Accountants

To: *CAUT Members*
From: *Steven Dyck*

Spousal RRSPs

In a previous column we discussed the use of spousal RRSPs for tax-planning. Two more considerations should be borne in mind as well in respect of this vehicle.

The spousal RRSP offers planning opportunity for couples with one spouse not earning any taxable income. The earner can put before-tax funds into the spousal RRSP, and if the couple wants later to withdraw funds from an RRSP they can withdraw from the spousal RRSP and pay tax at the spouse's marginal rate. However, the couple must ensure two full calendar tax-years elapse before withdrawal, or the withdrawal is still taxed as income to the contributor. In other words, if the funds are deposited December 31, 1993 they can be withdrawn January 1, 1996 and treated as the spouse's income; if they are deposited January 1, 1994 then the couple must wait until January 1997 to withdraw, or see them taxed to the contributor. It is also imperative that the contributor not make any spousal RRSP contributions in 1994, 1995 or 1996 to any spousal RRSP. So on a $ 12,500 contribution a couple can save (depending on the province) up to $ 6,300 of tax by waiting 24 months. Of course, withdrawing from the spousal RRSP reduces the amount available to be converted on retirement into a RRIF in the spouse's name — income on which is not attributed back to the contributor. This is the ultimate income split, but you will have to convert your RRSP into a RRIF to enjoy it!

A recent change to the RRSP rules also helps a taxpayer whose spouse dies. Previously, the executor of a deceased taxpayer could contribute to an RRSP in the deceased's name within 60 days of death, which often in practice elapsed before the executor really began to deal with the estate. An important change now allows contributions up to the end of the 60-day period at the beginning of the year following death. This is doubly useful, because a contribution to a spousal RRSP upon death not only lowers the tax on the deceased's terminal year income, but adds to the RRSP pool which can be passed tax-free to a survivor-beneficiary spouse. Any estate planning should include ensuring that sufficient cash is available shortly after death to take full advantage of all RRSP contribution room remaining to the deceased.

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

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SALUTING CANADIAN INNOVATION



Tim Stutt

FROM THE HILL / DE LA COLLINE PARLEMENTAIRE

Chrétien names ministers for education support, R&D

Among the 22 cabinet ministers and eight secretaries of state appointed recently by Prime Minister Jean Chrétien are three re-elected MPs and one new MP who are now responsible for federal education support and research.

Manitoba MP Lloyd Axworthy was named Minister of Human Resources Development. He will be responsible for the federal government's education support activities which include post-secondary education payments to the provinces and territories, the Canada Student Loans Program, the Status of Disabled Persons Secretariat and Program, and the Women's Program.

Assisting Mr. Axworthy in this portfolio is Northwest Territories MP Ethel Blondin-Andrew who was named Secretary of State (Training and Youth).

The new secretary of state positions were created to provide support to cabinet ministers and to the government as a whole in meeting the objectives set out by the prime minister. As a Secretary of State, Ms. Blondin-Andrew was sworn to the Privy Council and is a member of the ministry. As such she is bound by collective responsibility.

However as a secretary of state, Ms. Blondin-Andrew is not a member of Cabinet. She will be paid 75 per cent of a cabinet minister's salary. In addition to her staff as an MP the Training and Youth Secretary will have two special assistants and a secretary. All other support will be provided by Mr. Axworthy's office or by the Department of Human Resources Development, as appropriate.

Lloyd Axworthy has been MP for Winnipeg South Centre since 1979. He has served as the minister of employment and immigration, minister responsible for the status of women and minister of transport.

Before entering Parliament, Mr. Axworthy was a member of the Manitoba Legislature and a professor of Political Science at the University of Winnipeg. He obtained an M.A. and a Ph.D. in Political Science from Princeton.

First elected as the MP for Western Arctic in 1988, Ethel Blondin-Andrew has served as chair of the Liberal's Northern and Western Caucus and on the parliamentary committees on aboriginal affairs, electoral reform, literacy and the Constitution.

She holds a bachelor of education degree from the University of Alberta and has taught teaching methodology at the University of Calgary and Arctic College. She has also been assistant deputy minister of culture and communications in the government of the Northwest Territories.

New industry minister & science secretary

Prime Minister Chrétien appointed John Manley, a lawyer and Liberal Party spokesperson well-known to CAUT, as Minister of Industry. The Prime Minister also named Dr. Jon Gerrard as Secretary of State (Science, Research and Development) to assist Manley in his portfolio.

Prior to being elected as the MP for Ottawa South in 1988, John Manley was a partner with the law firm of Perley-Robertson, Panet, Hill & McDougall. In this capacity he served as corporate council to CAUT, advising the association on its by-laws and other internal matters.

During his five years on the opposition benches Manley worked closely with CAUT as his party's critic on science and technology and co-critic for finance.

John Manley obtained a B.A. in mathematics and political science from Carleton University. After completing his law degree at the University of Ottawa, he was a law clerk to Bora Laskin, the former Supreme Court Chief Justice and CAUT president.

First elected as MP for the Manitoba riding of Portage-Interlake in the Oct. 25 election, Dr. Gerrard has been the Head of Pediatric Haematology/Oncology at the Children's Hospital in Winnipeg. He is a professor with the University of Manitoba's Faculty of Medicine and a recognized expert in the functioning of blood cells and clotting.

Dr. Gerrard's expertise has been acknowledged with many awards and research positions, among them the Medical Research Council's 1985 Scientist award and a position on the MRC's Cell Physiology Committee.



Lloyd Axworthy

(cp photo)



John Manley

Tuition rise outstrips cost of living

The cost of a university education rose by 58 per cent during the past five years — far outstripping cost of living increases, Statistics Canada said in a report released Nov. 16.

The report calculates tuition fees for undergraduate arts programs rose, on average, by 58 per cent between the 1988-89 academic year and 1992-93. Over the past decade tuition fees have nearly doubled, climbing by 92 per cent since 1984-85. By comparison the cost of living rose 38.6 per cent since 1984-85.

In a Nov. 17 Southam News report Bob Best, spokesperson for the Association of Universities and Colleges of Canada, said the increases reflect the fact that "for more than a decade, government funding has not kept pace with increases in student enrolment." He also noted tuition fees accounted for 21.8 per cent of university operating revenues in 1992 compared with 16.4 per cent in 1988.

Similar increases targeting groups other than students would not be tolerated, said an angry Carl Gillis, national chairperson of the Canadian Federation of Students.

Gillis said the fee increases are making it tougher for students to get an education "at a time when every indicator is telling us you have to get an education to compete in the economy."

And he charged that university presidents who have pushed for higher tuition fees in the face of government funding cuts are out of touch with students.

(Tim Stutt is a Government Relations Officer at CAUT.)

Chrétien nomme des ministres responsables de l'éducation et de la R & D

Au nombre des 22 ministres du Cabinet et des huit secrétaires d'État que le premier ministre Jean Chrétien a nommés, trois députés réélus et un nouveau venu seront désormais responsables du soutien à l'éducation et de la recherche.

Le député du Manitoba, Lloyd Axworthy, est ministre du Perfectionnement des ressources humaines. Il sera responsable du soutien à l'éducation, notamment des paiements de transfert aux provinces et aux territoires au titre de l'enseignement postsecondaire, du Programme canadien de prêts aux étudiants, du Secrétariat de la Condition des personnes handicapées et du Programme de promotion de la femme.

Il sera secondé par Mme Ethel Blondin-Andrew, députée des Territoires du Nord-Ouest et nommée secrétaire d'État (Formation et Jeunesse).

Le nouveau poste de secrétaire d'État a été créé afin de fournir un appui aux ministres et au gouvernement dans son ensemble en vue de remplir les objectifs établis par le premier ministre. En sa qualité de secrétaire d'État, Mme Blondin-Andrew a été assermentée au Conseil privé et est membre du Conseil des ministres. Elle est tenue, comme telle, par la responsabilité collective.

Toutefois, Mme Blondin-Andrew n'est pas membre du Cabinet. Elle recevra 75 p. 100 du salaire d'un ministre. Outre le personnel qu'elle a à titre de députée, la secrétaire d'État à la Formation et à la Jeunesse aura deux secrétaires adjoints et une secrétaire. Tout autre appui sera fourni, s'il y a lieu, par le cabinet de M. Axworthy ou par le ministère du Perfectionnement des ressources humaines.

Lloyd Axworthy est député de Winnipeg-Sud-Centre depuis 1979. Il a été ministre de l'Emploi et de l'Immigration, ministre responsable de la Condition féminine et ministre des Transports.

Avant d'arriver au parlement, M. Axwortby était député à l'assemblée législative du Manitoba et professeur de science politique à l'Université du Manitoba. Il possède une maîtrise ès art et un doctorat en science politique de Princeton.

Élue députée pour la première fois en 1988 du comté Western Arctic, Ethel Blondin-Andrew est présidente du Caucus libéral du Nord et de l'Ouest et membre des comités sur les Affaires autocbtones, la Réforme électorale et la Constitution.

Bacbelière en éducation de l'Université de l'Alberta, elle a enseigné la méthodologie de l'enseignement à l'Université de Calgary et au College Artic. Elle a été sous-ministre adjointe au ministère de la Culture et des Communications dans le gouvernement des Territoires du Nord-Ouest.

Nouveaux ministre de l'Industrie et secrétaire d'État aux sciences

Le premier ministre Chrétien a nommé John Manley au poste de ministre de l'Industrie. Cet avocat et porte-parole du Parti libéral est bien connu de l'ACPPU. Le premier ministre a également nommé le Dr John Gerrard au poste de secrétaire d'État (Sciences, Recherche et Développement) pour seconder M. Manley dans certains aspects de son portefeuille.

Avant son élection comme député d'Ottawa-Sud en 1988, John Manley occupait un poste d'associé dans le cabinet d'avocats Perley-Robertson, Panet, Hill et McDougall. Il conseillait l'ACPPU pour ses statuts et autres questions intemes.

Pendant les cinq années qu'il a passées sur les bancs de l'opposition, M. Manley a

suite à la page 15



The Honourable Anne McLellan
Minister of Natural Resources
Constituency: Edmonton Northwest

L'honorable Anne McLellan
Ministre des Ressources naturelles
Comté: Edmonton Northwest

Congratulations

Professor Anne McLellan, Vice President of the Association of Academic Staff: University of Alberta, has been elected Member of Parliament.

Félicitations

Mme Anne McLellan, vice-présidente de l'Association of Academic Staff: University of Alberta, a été élue députée à la Chambre des communes.

Tuition fee increases affect Consumer Price Index

In September, the All-items Consumer Price Index (CPI, 1986=100) edged up again by 0.1% to 130.7.

The recreation, reading and education index was one of the main contributors to the increase in the CPI, rising by 1.0% in September. A sharp 6.4% increase in the education index accounted for the advance as tuition fee increases for university courses averaged 9.2%. In September 1992, tuition fees had climbed 8.5%

(Source: Statistics Canada, Infomat, Oct. 29, 1993.)

ACADEMIC FREEDOM / LIBERTÉ UNIVERSITAIRE

Who pays the lawyer?

Richard Hiatt

There is an increasing tendency for faculty members in trouble to run out and hire a lawyer. No doubt this is due in part to the litigious climate of our time, but there are also an increasing number of institutional codes having to do with sexual or racial harassment and academic fraud or misconduct in which the penalties can be quite severe and legal advice/representation seems highly desirable.

In a very short time the legal bill runs to $10,000 to $20,000 and is rising. The faculty member looks for help — from the local faculty association, CAUT or both. Most local associations are hard-pressed to find that kind of money, and in any case, not surprisingly, are reluctant to pay for legal services they had no part in engaging.

CAUT, on the other hand, being the National organization, must have pots of money, right? Wrong!

Requests to CAUT for assistance, financial or otherwise, are usually referred to the Academic Freedom and Tenure Committee. Recently, total requests to AF&T for financial aid have been running at $100,000 to 150,000 per annum.

AF&T's annual budget for such assistance is on the order of $5,000 to 6,000 and while requests to the Executive or Council for greater generosity might increase that amount somewhat, it is highly unlikely that funds commensurate with the demand would be forthcoming. Nor should they.

The AF&T Committee is constituted to provide advice, to exert moral pressure on administrations, to send its chair and/or members on informal fact-finding/mediation visitations, to press always for resolution of disputes by arbitration — and, if all else fails, to establish a formal inquiry, with the implication of possibly recommending censure. Such routes do not guarantee satisfaction, but have had a reasonably high degree of success.

Traditionally, AF&T has cautioned against taking disputes to the courts, in part because administrations tend to become hostile and less amenable to reason, but mostly because the remedies provided by the courts, or for that matter available to them in most instances are unsatisfactory and hardly ever worth the amount of money involved.

Legal assistance required for defense in cases brought before internal institutional tribunals is a relatively new animal. Here, however, AF&T takes the view that the institution itself should provide legal defense just as it should when a faculty member is being sued over acts performed in pursuit of academic duties. In any case, AF&T is not really set up to administer a, say $100,000, legal defence fund.

Yet the requests for money continue to roll in not infrequently accompanied by pressure from the local association in the form of proffered matching contributions.

It doesn't seem to matter that the contribution can only be a small fraction of the total legal costs. It doesn't seem to matter that the best legal advice is that the courts will not provide a remedy. A gross injustice has been done. CAUT must make a gesture of support and show the flag. Such circumstances make the members of AF&T very uncomfortable.

Is there a solution? In 1979, CAUT established a Civil Liberties Defence Fund "in order to support civil liberties on a wider basis than the cases which normally come to the attention of AF&T." (see below). The existence of this fund seems to have been largely forgotten.

Should the fund become active? Should voluntary contributions be solicited? Should local associations be encouraged to vote dues moneys? Could the fund become a viable source of support for faculty members' legal actions? The AF&T Committee thinks the answer is yes but ultimately these are questions only the membership of CAUT can answer. Expressions of interest and support would be welcome.

(Richard Hiatt is a member of CAUT's AF&T Committee.)

CAUT Civil Liberties Defence Fund

In 1979, the CAUT Civil Liberties Defence Fund was incorporated as a charitable trust, and then registered as a charitable organization. The terms of reference of the fund made it possible for CAUT to support the interests of its members on a wider basis than the cases which normally come to the attention of the Academic Freedom and Tenure Committee. It will be possible under these terms to support certain kinds of legal actions which could have significance for all our members.

It has become increasingly clear that working conditions within the academy are increasingly driving colleagues into the courts and CAUT is, as a consequence, being asked to help fund these efforts. This fund would increase its ability to do so.

The trustees of the fund are members of the CAUT Academic Freedom and Tenure Committee. The terms of reference for the fund are as follows:

– To advance and assist in the attainment and defence of civil liberties;
– To support and render services to individuals and groups seeking to establish or protect their freedom in any field;
– To promote public awareness as to the issues affecting civil liberties and freedom;
– To collect moneys by way of donations, dues or otherwise and to hold and expend the same in furtherance of the objects of the corporation;
– To do all such other things as are incidental or conducive to the attainment of the above objects.

Under the terms of the incorporation of the fund, only the interest earned by the capital of the trust may be used for fund purposes until the capital exceeds $100,000. At this time, the fund has less than $6,000. It is in serious need of contributions as we try to reach the amount necessary for the fund to become active.

Cheques should be made payable to CAUT Civil Liberties Defence Fund and should be sent to the following address: CAUT Civil Liberties Defence Fund, c/o Executive Director, Canadian Association of University Teachers, 308-294 Albert Street, Ottawa, ON K1P 6E6.

Contributions from individuals and from taxable corporations are tax deductible and must be post marked December 31 or earlier to apply to the 1993 tax year.

Qui paie les honoraires?

Richard Hiatt

De plus en plus, les professeurs mêlés à un litige font appel à un avocat ou à une avocate. Ce phénomène est en partie attribuable au climat litigieux de notre époque. Toutefois, il existe également dans les universités un nombre croissant de codes régissant le harcèlement sexuel ou le harcèlement en fonction de la race et la fraude universitaire dont les sanctions peuvent être assez dures. Il semble alors fort souhaitable de demander conseil à un avocat ou à une avocate ou de recourir à ses services pour être représenté en justice.

En très peu de temps, les frais juridiques peuvent passer de 10 000 à 20 000 dollars et plus. L'universitaire se tourne alors vers l'association de professeurs, l'ACPPU ou les deux. La plupart des associations locales subissent de fortes pressions pour obtenir des fonds à cet effet. De toute manière cependant, et il ne faut pas s'en étonner, elles sont réticentes à payer pour des services juridiques auxquels elles n'ont pas fait appel.

D'autre part, l'ACPPU, en tant qu'organisation nationale, doit avoir beaucoup d'argent, pas vrai? Détrompez-vous!

D'ordinaire, les demandes d'aide, financières au autre, adressées à l'ACPPU sont transmises au Comité de la liberté universitaire et de la permanence de l'emploi. Ces derniers temps, les demandes totales d'aide financière adressées au CLUPE se sont chiffrées entre 100 000 $ et 150 000 $ par année.

Le CLUPE dispose d'un budget annuel de 5 000 $ à 6 000 $ pour ce genre d'aide. Bien que les requêtes auprès du Comité de direction ou du Conseil sollicitant leur générosité puissent permettre d'augmenter ce montant quelque peu, il est fort peu probable que l'on mettra à la disposition du comité des fonds proportionnés à la demande. Il ne faudrait pas, d'ailleurs, que cela en soit ainsi.

Le CLUPE a été constitué dans le but de conseiller, d'exercer une pression morale sur l'administration des universités, de déléguer sa présidente ou certains de ses membres à l'université intéressée en mission d'information ou pour faire de la médiation et d'insister pour que les différends soient toujours réglés par l'arbitrage. Puis, en dernier ressort, après l'échec de toutes ces tentatives, il institue une enquête officielle dont les conséquences peuvent être de recommander l'imposition de la censure. Ces moyens ne garantissent pas satisfaction mais remportent un succès raisonnablement élevé.

Le CLUPE a toujours mis en garde contre le fait d'amener les litiges devant les tribunaux, en partie à cause de la tendance de l'administration des universités à adopter une attitude hostile et de la difficulté à la ramener à la raison. Toutefois, le motif principal est que le redressement imposé par les tribunaux, ou ceux qu'ils peuvent imposer dans la plupart des cas, sont insatisfaisants et ne valent guère la somme engagée.

L'aide juridique nécessaire pour défendre les causes instruites devant les organes habilités internes des universités est un phénomène relativement nouveau. Dans ce cas-ci, toutefois, le CLUPE estime que l'université devrait elle-même assurer la défense de ses professeurs tout comme elle devrait le faire à l'endroit des professeurs poursuivis pour des gestes commis dans l'exercice de leurs fonctions universitaires. De toute façon, le CLUPE n'est pas vraiment conçu pour administrer une caisse de défense juridique au budget de 100 000 $ par exemple.

Pourtant, les demandes de subventions continuent d'affluer, accompagnées souvent de pressions de la part des associations locales offrant de contribuer à parts égales.

Il ne semble pas importer que la contribution représente seulement une petite partie des frais d'avocat et de justice totaux. Il ne semble pas importer que la meilleure opinion juridique soit que les tribunaux n'offriront pas de redressement. Une lourde injustice a été commise. L'ACPPU doit faire un geste d'appui et être là pour le principe. De telles circonstances mettent les membres du CLUPE très mal à l'aise.

Existe-t-il une solution? En 1979, l'ACPPU a créé la Caisse de défense des libertés civiques dans le but d'appuyer les libertés civiques à une plus grande échelle qu'elle ne le fait normalement pour les causes soumises au CLUPE (voir plus loin). Il semble que l'on ait largement oublié l'existence de cette caisse.

Devrions-nous reprendre les activités de la caisse? Devrions-nous solliciter des contributions volontaires? Devrions-nous inviter les associations locales à consacrer une partie des cotisations de leurs membres à cet effet? La caisse pourrait-elle devenir une source de financement viable des actions en justice des professeurs? Le CLUPE est d'avis que oui. Toutefois, en dernière analyse, il revient aux membres de l'ACPPU de répondre à ces questions. Nous accepterons volontiers les marques d'intérêt et d'appui.

(Richard Hiatt est membre du CLUPE)

Caisse de défense des libertés civiques de l'ACPPU

En 1979, la Caisse de défense des libertés civiques de l'ACPPU a été constituée en fiducie aux fins de charité puis enregistrée à titre d'organisme de charité. Le mandat de la Caisse a permis à l'ACPPU de soutenir les intérêts de ses membres à une plus grande échelle qu'elle ne le fait normalement pour les causes soumises au Comité de la liberté universitaire et de la permanence de l'emploi. En vertu du mandat, il sera donc possible de soutenir certaines actions en justice qui pourraient être importantes pour tous nos membres. Il est de plus en plus évident que les conditions de travail du milieu universitaire incitent un nombre croissant de collègues à recourir aux tribunaux. L'ACPPU se voit donc priée de contribuer aux frais de justice. Elle pourrait davantage le faire grâce à la Caisse.

Les administrateurs de la Caisse sont membres du Comité de la liberté universitaire et de la permanence de l'ACPPU. Voici le mandat de la Caisse:

– Faire avancer les libertés civiques et contribuer à leur réalisation et à leur défense;
– Appuyer les personnes et les groupes cherchant à établir ou à protéger leur liberté dans n'importe quel domaine et à leur rendre service;
– Sensibiliser le grand public aux questions touchant les libertés civiques et la liberté;
– Recueillir des fonds, notamment au moyen de dons ou de cotisations, détenir ces sommes et les dépenser pour l'avancement des objets de la corporation;
– Prendre toute autre mesure accessoire ou de nature à favoriser la réalisation des objets susmentionnés.

Selon les conditions de constitution de la Caisse, seuls les intérêts du capital de la fiducie peuvent servir aux fins des activités de la Caisse jusqu'à ce que le capital ait atteint 100 000 $. Pour l'instant, il y a moins de 6 000 $ dans la Caisse. Elle a donc sérieusement besoin de contributions alors que nous essayons d'atteindre la somme nécessaire pour que la Caisse puisse entreprendre ses activités.

Prière de faire un chèque à l'ordre de la «Caisse de défense des libertés civiques de l'ACPPU» et de l'envoyer à l'adresse suivante: Caisse de défense des libertés civiques de l'ACPPU, a\s Directeur général, Association canadienne des professeures et professeurs d'université, Bureau 308, 294, rue Albert, Ottawa (Ontario) K1P 6E6

Les contributions de particuliers et de corporations imposables sont déductibles. Le cachet de la poste doit indiquer le 31 décembre de une date antérieure pour que les déductions soient applicables à l'année d'imposition 1993.

Focus on Faculty / Pleins feux sur les professeurs

Academics are often honoured for their achievements and contributions in teaching and research. As a bi-monthly feature of the ***Bulletin****,* ***Focus on Faculty*** *reports on awards, honours, fellowships and prizes awarded to Canadian university academic staff. Particular focus is on provincial, national and international awards of merit. The* ***Bulletin*** *welcomes receiving notice of awards or honours for academic staff for inclusion in this column, space permitting.*

Les universitaires sont souvent honorés pour leurs réalisations et leurs contributions en recherche et en enseignement. La chronique du ***Bulletin****,* ***Focus on Faculty (Pleins feux sur les professeurs)****, qui paraîtra tous les deux mois, présentera les prix, honneurs, bourses et récompenses décernés à des universitaires canadiens. On signalera surtout les prix provinciaux, nationaux et internationaux. La rédaction du* ***Bulletin*** *acceptera tout avis de prix ou d'honneurs pour cette chronique s'il y a de l'espace.*



David Schindler

1993 Manning Award

David Schindler (Killam Memorial Professor of Ecology, Alberta) is the recipient of the 1993 Manning Award of Distinction ($25,000). Dr. Schindler's work is considered to be largely responsible for the banning of phosphates in detergents. The Manning Awards, named in honour of former Alberta Premier Ernest C. Manning, recognize and encourage excellence in Canadian innovation.

1993 Corporate-Higher Education Forum Awards
Bell Canada-Forum Award
David H. Dolphin (Chemistry, British Columbia) has been awarded the Bell Canada-Forum Award for Outstanding Achievement in Collaborative Research ($5,000).

Xerox Canada-Forum Award
Lorne A. Babiuk (Microbiology, Saskatchewan) has been awarded the Xerox Canada-Forum Award for Excellence in Facilitating University-Industry Collaboration in Research ($5,000).

Sir John A. Macdonald Prize
Olive Patricia Dickason (History, Alberta) has received the Sir John A. Macdonald Prize from the Canadian Historical Association for "Canada's First Nations: A History of Founding Peoples from Earliest Time".

Wallace K. Ferguson Prize
Donald E. Ginter (History, Concordia) is the recipient of the Wallace K. Ferguson Prize from the Canadian Historical Association for "A Measure of Wealth: The English Land Tax in Historical Analysis".

1993 Raymond Klibansky Book Prizes
Barbara Rieti (Inst. of Social & Economic Research, Memorial) for her book "Strange Terrain: The Fairy World in Newfoundland".
Serge Cantin (Philosophy, Université du Québec à Trois-Rivières) for his work "Le Philosophe et le déni du politique: Marx, Henry, Platon". The Raymond Klibansky Book Prizes ($1,000) are awarded for the best Canadian scholarly works written in English and French in the humanities. The Prizes recognize excellence in research and writing in the humanities and the significant contribution that Canadian scholarly books make towards the advancement of knowledge and education.



Cecelia Paine

CSLA Fellow

Cecelia Paine (Landscape Architecture, Guelph) has been elected to the College of Fellows of the Canadian Society of Landscape Architects. She was cited for her creation of significant works of landscape architecture.

Pickford Medal
Stephen Tobe (Associate Dean — Sciences, Toronto) has been awarded the Pickford Medal for outstanding contributions in comparative endocrinology. The medal, presented once every four years, is the highest award bestowed by the International Federation of Comparative Endocrinological Societies.

Merten M. Hasse Prize
Brothers **Jonathan and Peter Borwein** (Mathematics & Statistics, Simon Fraser) have won the Merten M. Hasse prize from the Mathematical Association of America. The award honours a noteworthy expository paper.

CCCF Award for Excellence
Canada Volunteer Award
Sandra Griffin (Child & Youth Care, Victoria) was presented with the Canadian Child Care Federation's biennial Award for Excellence, presented to honour people who have made outstanding contributions to the field of child care. Griffin has also received the Canada Volunteer Award presented by Health and Welfare Canada to Canadians who have made outstanding voluntary contributions to improving the health and social well-being of their fellow citizens.

Fisher Scientific Lecture Award
Michael Blades (Chemistry, British Columbia) is the recipient of the 1994 Fisher Scientific Lecture Award ($1,500) for his distinguished contributions to the field of analytical chemistry.

SAMPE Fellow
Michael Piggott (Chemical Engineering & Applied Chemistry, Toronto) has been named a fellow of the Society for the Advancement of Material & Process Engineering, one of the highest honours conferred by the society.

Alfred Bader Award
Edward Piers (Chemistry, British Columbia) is the winner of the 1994 Canadian Society for Chemistry's Alfred Bader Award ($3,000) for excellence in research in organic chemistry.



Joane Parent

Norden Teacher Award

Joane Parent (Clinical Studies, Guelph) has been chosen as this year's winner of the Norden Distinguished Teacher Award for 1993. Sponsored by the pharmaceutical firm Smith-Kline-Beecham, the award recognizes teachers who have contributed significantly to the advancement of their profession.



Denna Benn

1993 Humane Award
The Frederic A. McGrand Award

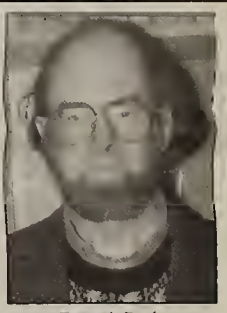
Denna Benn (Animal Care Services, Guelph) has earned two awards this year — the 1993 Humane Award from the Canadian Veterinary Medical Association and the Canadian Federation of Humane Societies' most prestigious honour, the Frederic A. McGrand award for outstanding contributions to animal welfare in Canada.



Don Coles



Douglas Jones



François Paré

Governor General's Literary Awards

Don Coles (Creative Writing & Humanities, York) poetry award ($10,000) for "Forests of the Medieval World";
François Paré (French Studies, Guelph) nonfiction award ($10,000) for "Les Littératures de l'exiguité";
Douglas Jones (lettres & communications, Sherbrooke) translation award ($10,000) for "Categories One, Two and Three", English version of "Catégoriques un deux et trois", by Normand de Bellefeuille.

George P. Woollard Award
Ronald Clowes (Geophysics & Astronomy, British Columbia) has become the first Canadian to win the George P. Woollard Award from the Council of the Geological Society of America. The award is given annually in recognition of outstanding contributions to geology through the application of the principles and techniques of geophysics.

Quazza Medal
Edward Davison (Electrical & Computer Engineering, Toronto) has received the 1993 Quazza Medal from the International Federation of Automatic Control. This award, the highest honour granted by the federation, is presented once every three years to an individual who has made significant long-term research contributions to the field of automatic control.

McNeil Award
Frank Abbott (Pharmaceutical Chemistry, British Columbia) was presented with the McNeil Award from the Association of Faculties of Pharmacy of Canada in recognition of his outstanding contributions to pharmacy research in Canada.

Carl R. Sullivan Award
Peter Larkin (professor emeritus Zoology & Resource Ecology, British Columbia) has received the Carl R. Sullivan Fishery Conservation Award from the American Fisheries Society. The award is given annually to an individual or organization for outstanding contributions to the conservation of fisheries resources.

Fred Landon Award
Bruce S. Elliott (History, Carleton) has been selected as the winner of the Fred Landon Award for 1992 for his book "The City Beyond: A History of Nepean, Birthplace of Canada's Capital, 1792-1990". The award is presented annually by the Ontario Historical Society for the best book on Ontario's regional history.

Presidents' Post-doctoral Prize
Victor Boucher (French, Windsor) has received the Presidents' Post-doctoral Prize from the Linguistic Association of Canada and the United States for his paper entitled "On the primacy of cognitive, socio-interactive, or genetic factors in explaining language development: support for an alternative 'ecological' perspective".

ACS Award of Merit
André Vanasse (Etudes françaises, Université du Québec à Montréal) is the recipient of the 1993 Association for Canadian Studies Award of Merit in recognition of significant contributions to the development of multidisciplinary/comparative studies about Canada.

Sheffield Award
E.A. Holdaway (Educational Administration, Alberta) co-author of "Entrepreneurial activities in post-secondary education" is the first winner of the Sheffield Award. Given by the Canadian Society for the Study of Higher Education, this award honours the lifetime work of Edward F. Sheffield and is awarded to the author or authors of the article(s) judged to be most excellent of those published in the Canadian Journal of Higher Education during the year 1992.

Society of Antiquaries Fellow
Keith Bradley (Classics, Victoria), considered one of the world's leading authorities on ancient Roman social history, has been elected a Fellow of the Society of Antiquaries of London.

Revient-il à Douanes Canada de définir l'éjaculation excessive?

André Noël

Les descriptions et les images d'éjaculation dans le nez, les yeux ou les oreilles sont considérées «excessives», affirme le bureau principal de Douanes Canada dans une lettre très sérieuse envoyée dernièrement à un Montréalais.

En dépit de la lutte au déficit, 11 fonctionnaires travaillent à temps plein au ministère fédéral du Revenu, des Douanes et Accise, à Ottawa, pour empêcher l'importation de vidéos, de revues et de livres considérés obscènes. Ils sont regroupés au sein de «l'Unité des importations prohibées», d'où provient la lettre.

L'Unité ordonne régulièrement la saisie, la destruction ou le renvoi de «marchandises» prohibées. Cet été, Harvey Blackman, un rédacteur de livres scientifiques et membre du groupe Sans Censure, a demandé des explications sur l'interdiction de l'éjaculation «excessive». Il a reçu la réponse suivante en septembre :

«Vous trouverez ci-joint un exemplaire de l'avis N-198, qui définit l'administration du code tarifaire 9956. En réponse à votre question sur l'éjaculation excessive, notre Mémorandum D9-1-1 établit que les produits qui représentent ou décrivent des actes sexuels qui semblent être dégradants ou déshumanisants pour les participants, sont obscènes.

«L'avis N-198 est un guide conçu pour aider les agents des Douanes à appliquer le Mémorandum D9-1-1. Il clarifie ce qu'on entend par «dégradant» et «déshumanisant». L'avis, fondé sur la jurisprudence, inclut l'éjaculation excessive dans le visage d'une personne, comme étant dégradante et donc obscène.

«L'éjaculation excessive sur le visage d'une personne inclut la représentation ou les descriptions d'éjaculation qui interfèrent avec les sens d'une personne (vue, odorat, ouïe). Le terme «interférer» peut être décrit plus précisément comme la pénétration dans le nez, les yeux ou les oreilles.

«Ainsi, l'éjaculation qui entre dans le nez, les yeux ou les oreilles est considérée comme excessive et représentative d'un acte sexuel dégradant. Bien à vous, D.J. LaBelle, conseiller senior en communications, Revenu Canada.»

Le groupe Sans Censure ne comprend pas comment les impôts des Canadiens peuvent servir à payer des fonctionnaires pour qu'ils écrivent et appliquent des règlements «aussi absurdes».

«Quel gaspillage! s'exclame Jacques Boivin, dessinateur et membre du groupe. Les salaires des bureaucrates de l'Unité des importations prohibées s'élèvent à un demi-million de dollars par année. Sans compter les frais de traduction pour certains livres, écrits en langue étrangère. Sans compter, non plus, le temps que passent les 3500 douaniers à filtrer des revues et des vidéos.»

L'avis N-178 est plein d'exemples concrets, que doivent surveiller les douaniers. Il est interdit de faire entrer au Canada des représentations ou des descriptions des actes suivants : l'éjaculation en groupe sur une personne, l'éjaculation excessive sur le visage d'une personne («on croyait d'abord qu'il fallait compter les millilitres», souligne M. Boivin), et les actes de soumission «tels que de lécher la bottine d'une autre personne dans un contexte sexuel».

L'explication de ces interdictions? «Ces marchandises... ont tendance à empêcher des actes sexuels de se distinguer des autres et d'être personnels, et ce, d'une manière prédominante, en incitant le lecteur ou le spectateur à regarder les personnes impliquées en tant qu'objets ou moyen à être utilisés pour son plaisir personnel».

Ne sachant plus où donner de la tête, les douaniers et les fonctionnaires de l'Unité des importations prohibées ont saisi dernièrement des albums de bandes dessinées unanimement applaudis par la critique, comme une anthologie de *Drawn and Quaterly*, et un album de Julie Doucet, une Québécoise vivant maintenant aux États-Unis, qui a reçu une bourse de 10 000 $ du ministère des Affaires culturelles, et qui a gagné le Harvey Award en 1991 (l'équivalent de l'Oscar pour les bandes dessinées).

Les fonds publics ont aussi été utilisés à analyser le contenu des *Versets sataniques*, de l'écrivain Salman Rushdie. En septembre, le Pen Club — une organisation d'écrivains qui se bat contre la censure et dont M. Rushdie est le vice-président honoraire — a adopté une résolution condamnant la censure au Canada et réclamant le démantèlement du système de saisie.

(Reproduit avec permission de La Presse samedi 16 octobre 1993.)

Canada Customs seizes university textbooks

By Nina Kolonovsky

Toronto (CUP) — Imagine you are a student (it happens) trying to buy a crucial textbook for one of your courses. You are told your university bookstore doesn't have the book you need. Instead of the usual excuses about late orders and lost shipments, you get a new one — it was detained at the border.

You are left wondering why *Caught Looking*, a feminist book about censorship, was detained by Canada Customs.

If you were taking summer courses at Manitoba, Waterloo or McMaster universities, this scenario would not have been a stretch of the imagination. Shipments to those universities from Inland Books, an American book distributor, got detained in April and May of this year. Inland is the largest American importer of Canadian books written by and for gays, lesbians and other minorities.

There were no problems with the books themselves. They came in shipments with materials that Customs officials considered questionable.

In total, 46 bookstores and libraries across Canada experienced detainments and seizures of their materials, in what Canadian booksellers are calling one of the biggest book detentions in the history of Canada Customs.

While a few titles that are seized at the border may actually contravene the law as set out in the Canadian Criminal Code, much of the material that customs officials detain is not illegal. Some booksellers lose revenue on books and magazines that were merely shipped with "offending" material.

Even worse, it is up to individual customs officers to interpret the law. Booksellers, readers, teachers and distributors are also frustrated by the arbitrary power this gives the border guards.

Small book publisbers and anti-censorship activists say Customs is targeting lesbian, gay and other minority publications.

"Someone at Canada Customs has labeled Inland a pornographic distributor," says Dennis Mahoney, Inland's customer service manager.

Most of the books and magazines held at the border in this latest seizure contained "unconventional" sexual material.

Among many others, *Fagrag #127* and *Taste of Latex #8* were prohibited outright. Other material was detained and forwarded to Ottawa for examination. These included *Doc and Fluff*, by Pat Califia, a well-known writer, and *The Lesbian S/M Safety Manual*.

School textbooks included in the shipments were also held.

Alan Borovoy, chief council for the Canadian Civil Liberties Association, calls the situation "legal state censorship."

"The whole exercise is a dubious one," he says.

"The criteria used are inevitably too vague, and so wind up authorizing suppression of legitimate material. It is therefore not surprising that the enforcement is uninformed."

While anti-censorship activists consider the law too vague to prevent discrimination against minority groups, tbe main complaint from people in the book business is its unfair application by customs officials.

David Wilk, president of Inland, claims in a news release that smaller publishers and bookstores are being "routinely inspected" for material commonly sold by mainstream booksellers.

But Diana Adams from the Prohibitive Importation Unit of Canada Customs in Ottawa states categorically: "There is no targeting going on here of any kind."

As if to support her claim, the recent incidents have involved 'mainstream' stores, such as Coles, and university bookstores. But Greg Jenish from Censorstop in Toronto says that this is a recent strategy. Until then, only gay, lesbian, feminist and left-wing bookstores were consistently affected by materials held at the border. He sees recent customs sweeps as being "expansive, so that Canada Customs can say that they are not just targeting marginal voices."

There is little doubt, however, that gay and lesbian literature is the subject matter being targeted.

For instance, although anal sex is perfectly legal to perform among consenting adults, Customs has interpreted the law in such a way the depiction of anal sex is considered obscene and degrading enough to be permanently seized at the border. Jenish points out that *The Joy of Gay Sex*, which was banned on the grounds of anal sex, has less references to anal sex than tbe heterosexual version of the book, which is widely available.

"Customs has no idea how the book business works," says Dan Bazuin, co-owner of This Ain't the Rosedale Library bookstore in Toronto. "It becomes a form of harassment."

Stores are not reimbursed, says Toshiya Kuwabara, an employee at Toronto's Glad Day bookstore and a member of the Canadian Coalition Against Customs Censorship. "We just lose the material." He adds that when magazines are delayed, the store loses the revenue even if tbey are returned, since by that time they are out of date. He also notes that books often come back damaged from Customs.

University bookstores, professors and students can also be inconvenienced when key texts are held up in shipments at the border and don't arrive in time for the beginning of classes.

But universities are more likely to have public opinion on their side. An example was the recent detention of a book written by bell hooks, a prominent African-American feminist scholar. The book, *Black Looks: Race and Representation*, is used as a textbook at many universities. It was cleared and released in record time following heavy media attention.

By contrast, booksellers often take months to reclaim shipments. Some smaller stores, which can't afford expensive lawsuits, are unlikely ever to regain their material. "Customs generally rejects appeals," says Kuwabara.

According to Customs' Diana Adams, border officials use strict guidelines when deciding what gets into Canada. If the material is "obviously" illegal, such as child pornography or extreme violence, it can be seized on the spot. If the customs inspector cannot make that decision, tbe material is sent for review by a commodity specialist, who has had more training in a specialized area.

The Canadian Criminal Code sets the standards for what is acceptable for the public. Revenue Canada then interprets this information and sets out the procedures to be followed by Customs employees in the Customs Tariff.

The Customs Tariff does make provisions for artistic and scientific merit when judging the admissibility of material. Customs Canada also keeps a list of banned materials, which is regularly updated.

Adams insists tbat "there is a fairly high degree of consistency in how we measure material."

People whose books have been seized disagree. "There is no rhyme, reason or pattern" to the seizures, says Jenish. "They take what they want."

"The system is inconsistent, uncultured and arbitrary," says Lucinda Johnston, an employee at Pages Bookstore in Toronto and a member of Censorstop.

Many people feel customs inspectors do not have sufficient qualifications. "The customs inspector [at the border] is the court, judge and jury of artistic and scientific merit. They are making the decisions that judges should be making," says Johnston.

The minimum educational requirement for a customs inspector is a high school education. In addition to that, they undergo 16 weeks of training in every facet of Customs operations. The employee then has the opportunity to specialize in a certain area, such as chemicals, steel, or obscenity.

It is often difficult to predict why some content would be deemed unacceptable. Mahoney speculates that it may often be based simply on how a title sounds.

A recently banned lesbian comic book, *Hot Head Paisan #7*, is accused of "degradation to men." Another comic book, *Weenie Toons*, is accused of "degradation to the male penis." Neither contains explicit descriptions or depictions of harmful and degrading sexual activity, which is required for a charge of obscenity.

One of the problems with enforcing morality at a customs booth is that definitions of obscenity change with changing mainstream cultural tastes. Books that were banned earlier this century, such as D.H. Lawrence's *Lady Chatterley's Lover*, Henry Miller's writings or *The Story of O* are now widely available and considered tame.

Borovoy and the Canadian Civil Liberties Association, which opposes censorship in any form, say that the attentions of censors are not only mutable; they are also misplaced. To Borovoy, unusual sex practices are the least one of the many threats to society.

"If you list all the material capable of causing harm," said Borovoy, "there are more compelling candidates for suppression than the things presently chosen. Exposure to *The Communist Manifesto*, *The Bible*, or even the eleven o'clock news have been cited as an impetus to perpetrate horrific acts."

(Reprinted with permission Excalibur, York University's Community Newspaper.)

Status of women conference report

Conference considers visions of the inclusive university



Keynote speaker Laara Fitznor (Manitoba)addresses delegates during the opening plenary session of CAUT's Status of Women conference, Visions of the Inclusive University, held this October in Winnipeg

"A university that is not educating for equality is educating for privilege." (Keith Louise Fulton, Oct. 23, 1993)

More than 125 people from over 35 Canadian universities gathered in Winnipeg to attend the annual conference of the CAUT Status of Women Committee, on Oct. 21 to 23. Through plenary sessions and concurrent workshops participants at this year's conference, Visions of the Inclusive University, examined issues of discriminatory harassment, worked on developing strategies for change, and explored a variety of visions of the inclusive university.

The conference also provided an opportunity to honour Jill McCalla Vickers, recipient of the Sarah Shorten Award for 1993.

Workshops focussed on sexual harassment, racial harassment, heterosexim and homophobia, peer vs. peer harassment, employment equity, campus safety, negotiating for change, academic freedom in the inclusive university, climate issues, diversity and inclusivity, and inclusive resources in the academy.

A brief summary of several workshops and one of the plenary sessions follows. A more detailed report is available from the CAUT office.

In a workshop on negotiating for contractual support for inclusivity, led by Jean Golden (Ryerson) and Helen Breslauer (OCUFA), the term "inclusive university" was defined as:

"An institution in which a population of faculty, staff and students reflective of the population in the community outside may engage in the pursuit and diffusion of knowledge in a climate that respects the dignity, integrity and human rights of all members of the university community, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, handicap, age, marital status, family status, record of offense, political ideology or affiliation, membership in the union or union activity."

Current practices, as articulated in contract language and established policy, focus on the relationship between the faculty and administration, and tend to overlook member-member rights and professional responsibilities.

A conclusion of the session was that academic staff ought to codify their expectations for faculty behaviour towards members of the university community.

A workshop moderated by Jennifer Bankier (Dalhousie) and Allison Hudgins and Rhonda Love (Toronto) dealt directly with the issue of peer vs. peer harassment, in which complaints are brought forward against colleagues within the same union.

Legal principles suggest that the employer is responsible if one worker harasses another, but that there must be fair representation for all. It was suggested the faculty association should ensure there is fair representation for both members of the unit and that the association shares in the responsiblities for these cases.



Ann Charter (left) (Faculty of Social Work, University of Manitoba) offers a feather to Laara Fitznor (Faculty of Education, University of Manitoba) to initiate the healing circle.



Delegates to the 1993 status of women conference join together in the healing circle.

Several strategies were put forward to deal with cases of peer vs. peer harassment including: pressuring the senate to establish a code of ethics within the university, developing consensual policies for peers, and working in concert with harassment officers to educate the professorate about discriminatory harassment.

Another workshop, facilitated by Anne Forrest and Pam Milne (Windsor), looked at ways to keep employment equity a high institutional priority when up against the priorities of the mostly male senior administrators in times of institutional constraint. Major issues and problems identified for further study and consideration were:

- downsizing institutions and elimination of programs
- faculty replacement — retirees with sessionals
- remuneration tension
- higher salaried faculty vs. new hires
- pensions vs. higher salaries for junior faculty
- class size and teaching load
- sessional staff — lack of progress for women, job protection

The conference also provided an opportunity to learn about the the human rights complaints against Manitoba universities as presented by the Coalition Members and the Manitoba Caucus for Women.

From July 1990 to December 1991, the University of Manitoba hired 52 new faculty: nine were women and twenty-two were men placed in continuing appointments. This, coupled with the fact that only 19.2 per cent of the entire faculty and only 6.5 per cent of tenured faculty were women, provided part of the statistical basis for systemic discrimination.

The Manitoba Human Rights Act (1987) includes a provision prohibiting systemic discrimination, and the Coalition filed two complaints on this basis: one on services and one on employment.

Filing these complaints offered an avenue to describe the cumulative impact of the educational system on women. Furthermore, effecting change within the universities will have an impact on conditions for all women and men in the province.

As Keith Louise Fulton stated: "The educational system is a gate keeper to power, participation and resources in our society."

The 1993 conference was a collaborative effort of the CAUT Status of Women Committee and almost 30 contributors, speakers and facilitators from universities across the country. The 1994 conference will be held next fall in Vancouver and announcements will be made in a future issue of the CAUT *Bulletin*.

(Report prepared by Rosalind Riseborough, Secretary, CAUT SWC).

Visions de l'université intégrée

«Une université qui n'instruit pas en vue de l'égalité le fait pour des groupes privilégiés.» (Keith Louise Fulton, 23 octobre 1993)

Plus de 125 personnes venant de plus de 35 universités canadiennes se sont réunies à Winnipeg, du 21 au 23 octobre, pour assister à la conférence annuelle du Comité du statut de la femme. Intitulée *Visions de l'université intégrée*, la conférence a permis aux déléguées, au moyen de séances plénières et d'ateliers simultanés, de se pencher sur des questions telles le harcèlement discriminatoire, de travailler à l'élaboration de stratégies de changement et à examiner diverses visions de l'université intégrée.

La conférence a également fourni l'occasion d'honorer Jill McCalla Vickers, lauréate du prix Sarah-Shorten de 1993.

Les ateliers ont porté sur le harcèlement sexuel, le harcèlement en fonction de la race, l'hétérosexisme et l'homophobie, le harcèlement par des pairs, l'équité en matière d'emploi, la sécurité sur les campus, la négociation en vue du changement, la liberté universitaire au sein de l'université intégrée, les questions reliées au climat, la diversité et la non-exclusivité ainsi que les ressources non exclusives à l'université.

Voici un bref résumé de plusieurs ateliers et de l'une des séances plénières. Il est possible de se procurer un rapport plus détaillé au secrétariat de l'ACPPU.

Lors de l'atelier portant sur la négociation d'un soutien contractuel non exclusif, animé par Jean Golden (Ryerson) et Helen Breslauer (IEPO), on a défini ainsi l'expression «université intégrée»:

Une université intégrée est une université au sein de laquelle le corps professoral, le personnel et la population étudiante sont le reflet de la collectivité extérieure et participent à la quête et à la diffusion du savoir dans un environnement respectant la dignité, l'intégrité et les droits humains de tous les membres de la communauté universitaire, peu importe la race, l'ascendance, le lieu d'origine, la couleur, l'origine ethnique, la citoyenneté, la croyance, le sexe, l'orientation sexuelle, le handicap, l'âge, l'état matrimonial, l'état familial, l'existence d'un casier judiciaire, l'idéologie ou l'allégeance politique, l'adhésion à un syndicat ou la participation aux activités qui y sont reliées.

Les pratiques actuelles, selon le libellé des contrats et des politiques établies, s'attachent aux rapports entre les professeurs et l'administration et tendent à négliger les droits entre les membres ainsi que les responsabilités professionnelles.

Il est ressorti de la séance, entre autres, que le corps universitaire doit codifier ses attentes quant au comportement des professeurs vis-à-vis les membres de la collectivité universitaire.

Un atelier, animé par Jennifer Bankier (Dalhousie), Allison Hudgins et Rhonda Love (Toronto) a directement traité de la question du harcèlement par les pairs. Il s'agit de plaintes portées contre des collègues du même syndicat.

D'après des principes juridiques, l'employeur est responsable si un travailleur en harcèle un autre, mais chacun a le droit de jouir de la représentation équitable. On a suggéré que l'association de professeurs s'assure de la représentation équitable des deux membres concernés de l'unité et partage la responsabilité du litige avec l'administration.

On a proposé plusieurs stratégies pour traiter des cas de harcèlement par les pairs, notamment en faisant des pressions auprès du conseil d'université pour qu'il mette en place un code de déontologie au sein de l'université, en élaborant des politiques qui ont reçu l'accord général à l'intention des pairs et en travaillant de concert avec les conseillers et conseillères en matière de harcèlement pour sensibiliser le corps professoral au harcèlement discriminatoire.

Un atelier animé par Anne Forrest et Pam Milne (Windsor) a permis aux déléguées d'examiner des moyens de faire de l'équité en matière d'emploi une grande priorité de l'université par rapport aux priorités des administrateurs supérieurs, des hommes pour la plupart, en période de contraintes budgétaires. Les déléguées ont identifié des questions et problèmes importants qui méritent un examen plus avant:

- la dégradation des établissements d'enseignement et la suppression de programmes
- le remplacement des professeurs à la retraite par des chargés de cours
- les tensions reliées aux salaires
- les professeurs touchant des salaires plus élevés contre les nouvelles recrues
- des pensions améliorées contre des salaires plus élevés pour les professeurs débutants
- la taille des classes et la tâche d'enseignement
- les chargées de cours: le manque d'avancement pour les femmes, la protection des emplois

La conférence a également permis aux déléguées de s'informer sur les plaintes relatives aux droits de la personne déposées contre des universités du Manitoba. La Coalition Members et le Manitoba Caucus for Women ont présenté la situation.

De juillet 1990 à décembre 1991, l'Université du Manitoba a embauché 52 nouveaux professeurs: 9 femmes et 22 hommes qui occupent des postes réguliers. Cette réalité, ajoutée au fait que les femmes représentent seulement 19,2 p. 100 de l'ensemble du corps professoral et seulement 6,5 p. 100 des professeurs permanents, a servi en partie à établir une base statistique de discrimination systémique.

La loi manitobaine sur les

suite à la page 13

Seminar grapples with needs of disabled students

The National Education Association of Disabled Students (NEADS), held a seminar Oct. 23/24 on "Accommodating Disabled Students in a Learning Environment." Participants included representatives from disability associations, university and college centres for the disabled, students, academic staff, and governmental and related bodies.

Discussion topics included students with disabilities and their responsibilities, accommodation of disabled needs, disabled student services, students' groups or associations, administrators educators and policy development, counselling/health services, library services, and government involvement.

These areas of interest and concern are the basis of a NEADS' report to the federal government scheduled for release in November 1994. The NEADS' board of directors will review the information gathered from the October seminar and compile a report for distribution to the participants and the Department of Human Resources and Labour Canada which has funded this undertaking.

NEADS will convene another seminar in April 1994 to discuss further the form and content of this project.

The project will examine the demands of different academic programs on disabled students and their instruction, including accommodation of particular needs.

Courses designed to improve communication skills, provide better service to the community and be socially responsive to the needs of certain groups all fall witbin the educational mission of Canadian universities and "the all inclusive university."

The seminars aim to heigbten awareness of disabled students' issues, produce literature whicb raises the consciousness of the community to such matters and establish a network of informed people and resource contacts or centres.

Following the April seminar NEADS intends to prepare a booklet on providing services to disabled students at Canadian post-secondary institutions.

CAUT attended the October seminar and intends to participate in the NEADS seminar in April. The Status of Women Committee and representatives from CAUT's other standing committees of Council held a session on the "all inclusive university" at the 1993 Learned Societies Conference.

The CAUT Librarians' Committee has worked in this area with respect to the access and availability of resources, services to students with special needs, and the impact of technological advances to universities' educational mission vis-à-vis distance, correspondence and continuing education programs.

CAUT has lobbied for the recognition of such access and needs in revisions to the Copyright Act.

For more information about NEADS, please contact Frank Smith, Coordinator, NEADS, 4th Level Unicentre, 1125 Colonel By Drive, Carleton University, Ottawa, Ontario, K1S 5B6; (613) 233-5963 voice & TDD.

(Report prepared by Bob Moore, CAUT professional officer.)

RCMP lays copyright violation charge

By Angela Mangiacasale and Maria Bohuslawsky

An Ottawa photocopy shop has been charged with violating the Canadian Copyright Act in what the RCMP is calling a "test case" for tbe rarely used law.

Laurier Office-Mart Inc. faces seven charges in connection with copies of University of Ottawa course packages seized by the RCMP.

The packages, prepared by professors for their students, included such items as magazine and newspaper clippings and chapters of books.

"It's a test case," RCMP Insp. Gerry Boucher said: "It's one of the first times charges have been laid under the Copyright Act," The first court appearance is Nov. 18 in district court.

"It's quite a controversial thing," said Boucher. "Universities do it all the time. Professors have students copy chapters rather than buying a book."

Under the Copyright Act, photo copying most printed materials is illegal unless permission has been obtained.

A licence to photocopy such material can be obtained from CANCOPY, a non-profit organization.

If found guilty, the owner of the Laurier street business faces fines of up to $25,000 or six months in jail or both.

Charges were not laid against professors, who brought the materials to the shop, because they are considered to be indirectly involved, said Boucher.

Lucy White, compliance manager for CANCOPY, said the photocopying licence is available to cover the copying of all kinds of material.

CANCOPY uses the money to pay royalties to the authors and publishers.

Keeping track of people breaking copyright laws is a huge task, White said.

Photocopying has become such a big problem around Canadian campuses that authors and publishers are being robbed of thousands of dollars in income.

"People have lost respect for copyright, and a lot of the time they're making photocopies because (a) they think no one is being harmed, which is not true, (b) they don't understand about copyright or (c) they just don't care and think they're going to get away with it."

Arlette Castonguay, manager of reprography at University of Ottawa, said professors and students are told that they are not allowed to photocopy copyright material without permission.

Atef Fahim, president of the association of Professors at University of Ottawa, said it's not usual for professors to go of campus to produce materials for students.

He said cost is a concern for professors. "I feel awful when I ask a student struggling to survive to buy two books that cost $80 each."

But that's no excuse to infringe copyright, he said "I think it's improper."

(Reprinted with permission the Ottawa Citizen, Nov. 13, 1993.)

CALL FOR NOMINATIONS

NOTIFICATION REGARDING NOMINATION TO CAUT EXECUTIVE COMMITTEE

At the October meeting of the CAUT Council there was a preliminary discussion of a proposal to merge the CAUT Collective Bargaining Cooperative back into CAUT so there would be only one organization again. Details of this are in the November issue of the CAUT Bulletin. One part of the proposal considered was to change the structure of the CAUT Executive Committee. The Elections & Resolutions Committee is concerned on the one hand that individual members of CAUT should have an opportunity to nominate or seek nomination. On the other hand we think that it is not useful for people to be nominated for positions that may no longer exist after the winter meeting of Council. If they were, it would then have to be determined which new position was desired.

The positions on the Executive which would be available if there were no changes to CAUT are President, Vice-President, Treasurer, and three members-at-large. The current proposal (not yet approved and subject to change) has President, Treasurer, Vice-President (Human & Academic Rights), Vice-President (Collective Bargaining and Economic Analysis) and Vice-President (Publications/Media Affairs).

Because of this situation of uncertainty about just what positions will comprise the Executive in 1994-95, Council passed a motion at the October meeting:

THAT the call for nominations for the vacant posts on the Executive Committee be postponed until after the February Council in 1994.

After the winter meeting of Council, when, one hopes, the matter is settled, a call for nominations for positions on the Executive Committee will be forthcoming.

Call for Nominations

Nominations are now being actively sought for election to positions on the three CAUT Standing Committees: Academic Freedom and Tenure - Person Chairing, three vacancies; Librarians - Person Chairing, one vacancy; and Status of Women Committee - two vacancies. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1994.

Term of Office

The term of office for the Person Chairing the Academic Freedom and Tenure Committee is three years and the Person Chairing the Librarians Committee is one year. The term of office for members of CAUT Standing Committees is three years.

Nomination Procedure

Nominations should be sent to: Professor Mark Sandilands, Person Chairing, Elections and Resolutions Committee, CAUT, 308 - 294 Albert Street, Ottawa, Ontario, K1P 6E6

They should include:

A letter of nomination. A brief statement of why the nominator feels the nominee is qualified to serve. The agreement of the nominee to serve it elected. A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and, for nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Nomination deadlines

Academic Freedom and Tenure Committee: January 7, 1994
Librarians Committee: January 7, 1994
Status of Women Committee: January 7, 1994

Description of Positions

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of tha committee to which he or she is nominated. Nominees for tha Person Chairing normally must have served at least one year on the Committee.

APPEL DE CANDIDATURES

AVIS AU SUJET DES MISES EN CANDIDATURE AU COMITÉ DE DIRECTION DE L'ACPPU

Lors de son assemblée d'octobre, le Conseil de l'ACPPU a amorcé les premières discussions du projet de retour de la Coopérative de négociation collective au sein de l'ACPPU. Ainsi, il n'y aurait plus qu'une seule organisation. Vous aurez plus de détails à ce sujet dans le numéro de novembre du Bulletin de l'ACPPU.

Le projet étudié comporte également une modification de la composition du Comité de direction de l'ACPPU. Le Comité des élections et résolutions croit d'une part que les membres individuels de l'ACPPU devraient avoir l'occasion de présenter des candidats ou de solliciter un mandat. D'autre part, il estime inutile que des personnes soient portées candidates à des postes qui n'existeront peut-être plus après l'assemblée du Conseil de février car il faudrait alors déterminer quel poste elles souhaitent occuper.

Si la structure de l'ACPPU n'est pas modifiée, les postes suivants du Comité de direction seraient à combler: la présidence, la vice-présidence, la trésorerie et trois postes de membres ordinaires. Le projet de fusionnement, qui n'a pas encore été approuvé et peut être modifié, comprend la présidence, la trésorerie et trois vice-présidences (droits universitaires et de la personne, négociation collective et analyse financière, publications et affaires relatives aux médias).

En raison de la composition incertaine du Comité de direction de 1994-1995, le Conseil a adopté la motion suivante à l'assemblée d'octobre:

QUE l'appel de candidatures pour les postes vacants du Comité de direction soit reporté après l'assemblée de février 1994 du Conseil.

Après cette assemblée, lorsque la question sera réglée, nous l'espérons, des candidatures seront sollicitées pour des postes du Comité de direction.

Appel de candidatures

Nous sollicitons activement des candidatures à des postes aux trois comités permanents de l'ACPPU: trois postes au Comité de la liberté universitaire et de la permanence de l'emploi dont celui de la présidence, un poste à celui des bibliothécaires dont celui de la présidence, et deux postes au Comité du statut de la femme. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1994.

Mandat

Le mandat du président ou de la présidente du Comité de la liberté universitaire et de la permanence de l'emploi est de trois ans et d'un an au Comité des bibliothécaires. Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

Méthode de mise en candidature

Il faut envoyer les candidatures à: M. Mark Sandilands, Président, Comité des élections et résolutions, ACPPU, Bureau 308, 294, rue Albert, Ottawa (Ontario), KIP 6E6.

Les pièces suivantes doivent accompagner les mises en candidature:

Une lettre de mise en candidature. Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues. L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e). Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU et, pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Date limite des mises en candidature

Le Comité de la liberté universitaire et de la permanence de l'emploi: le 7 janvier 1994
Le Comité des bibliothécaires: le 7 janvier 1994
Le Comité du statut de la femme: le 7 janvier 1994

Description des postes

Les candidats à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée. Les candidats proposés à la présidence de chacun des comités doivent normalement y avoir siégé au moins pendant un an.



J. Mark Langdon

PROVINCIAL ROUNDUP

Uncertainty plagues PSE in Western Canada

While Alberta's colleges and universities face a 20 per cent funding cut, 'education' doesn't even rate a mention in B.C's new superministry

Alberta's post-secondary institutions suffered a major blow when Advanced Education and Career Development Minister Jack Ady informed stakeholders at a Nov. 9 meeting that colleges and universities will suffer a 20 per cent budget cut over the next three years.

Ady indicated that this is part of the government's plan to eliminate the deficit by 1997.

The purpose of the meeting was to discuss "compensation reduction strategies" with administrators, faculty and staff representatives. In bis speech Ady said:

"Nearly 90 per cent of the province's revenues go to four areas: health, education, social services and debt servicing. At the present rate of growth with no increase in revenue, these four areas would consume 100 per cent of our revenue by 1995/96 ... We must face the fact that we are no longer able to tinker around the edges of post-secondary education and training. We will have to decide what directions we want adult learning to take and design a system that will get us there. Options will bave to include re-training. Efficiency will need to increase."

A request by the minister that faculty accept a five per cent reduction in salaries as part of the 20 per cent cut was turned down by the faculty associations, according to Alan Meech of the Confederation of Alberta Faculty Associations (CAFA).

Ady had suggested that if this cut was accepted, he would permit the collective bargaining process at individual institutions to determine the precise methodology by which the cuts could be made.

The faculty associations informed Ady that they would accept a five per cent grant reduction but not a targeted salary reduction. A grant reduction would have to work its way through the normal processes of budgeting and bargaining at the universities. Ady told the meeting he would report to his cabinet colleagues the response to the request for salary rollbacks, on Nov. 23.

In response to the information delivered at this meeting, Meech said an emergency meeting of all heads of faculty associations will be held at which time CAFA "will try to measure the reactions in the associations."

This summer, public consultations on the future of PSE were held by the government and a "workbook" of findings and recommendations was to be released at the time of writing.

A roundtable on advanced education budgets was held in Calgary on Nov. 19 and 20. Approximately 150 participants, balf of whom were students, discussed how the universities can reconcile the 20 per cent cut with a projected 50 per cent increase in enrollments by the year 2000. Representatives of faculty associations and several university, college and technical institute presidents also attended. An options paper, by the department of advanced education, is expected soon and there will be some forum for comment on it by stakeholders.



Jack W. Ady

Meech noted the ministry has been open with CAFA about the fact that there would be a severe cut, for some time. During the Nov. 9 meeting, when Ady was asked about tbe dislocation that such a cut could have on the university system, be replied that the government of Alberta was recently elected on a pledge to balance the budget.

Meech said that while polling conducted by the Conservatives three months before the election suggested a majority of citizens would like to balance the budget, other data from the same poll indicated education was the area the public felt should be most protected.

He concluded that in the wake of the most recent announcements, the title of this summer's consultation process, "Adult Learning: Access Through Innovation," is "a very pious hope."

CUFA\BC responds to new minister, ministry, report and bill

As part of B.C. Premier Mike Harcourt's cabinet shuffle and reorganization, a new "superministry," the Ministry of Skills, Training and Labour was created. This ministry combines the old ministries of Advanced Education, Training and Technology and Labour. The head of the new ministry is Dan Miller previously Forests Minister.

Many stakeholders involved in higher education are concerned about the loss of the title "education" from the name of the new ministry. According to Robert Clift, administrative assistant for CUFA\BC, the change may have been tbe product of the Premier's Summit on Skills and Training, held in June. At that summit, representatives of business and labour pressured Harcourt to focus more attention on skills and training.

Clift indicated he is not sure whether this combination of ministries will be permanent. The Ministry of Education, responsible for primary and secondary education remains and it is not beyond the realm of possibility that advanced education might be moved tbere at some point in the future.

After taking office on Sep. 15, Miller called Geoff Herring, president of CUFA\BC to introduce himself. However, an attempt to arrange a meeting with the minister took longer to accomplish. The association made a written request on Sept. 20, which was responded to on Nov. 8 with the assurance that there will be a meeting on Dec. 7.

Miller has consistently downplayed the significance of the ministry's name change and its potential effects for post-secondary education in B.C.

On another front, the long awaited Korbin Commission Report, *The Report of the Commission of Inquiry into the Public Service and Public Sector*, was tabled in June and July in two separate volumes.



Dan Miller

The commission, established in March 1992, was given a mandate to analyze all aspects of the relationship between public sector employers and employees, with a particular emphasis on reducing administrative costs and equalizing settlements.

Tbe section on universities was one of the sbortest in the report. The main recommendation was a call for increased harmonization in human resources activities:

"The commission believes that standardized guidelines for compensation levels for administrative staff and organizational design guidelines for administrative aspects of the university sector would contribute to greater efficiency... The commission ... believes that an information base for academic staff must be shared among tbe B.C. universities for greater efficiency and to avoid duplicating resources."

A CUFA/BC Council Issues Paper prepared in response to the Korbin Commission, outlines several concerns. Tbe brevity of the section on universities, might be interpreted, it suggests, as indication that in "tbe broad public sector, the universities are a small worry and thus not much time is spent on them."

The theme of co-ordination, reflected in the section and in tbe companion legislation, *Bill 78 — Public Sector Employers Act*, also drew some concerns. A public sector employers' council representing six broad areas of the public sector will be established.

The issues paper said the report could have some impact on negotiations between management and university faculty and librarians. Specifically, prior to negotiations, the administration will have an idea of how much funding is available for a particular sector.

While the government feels this arrangement may promote more efficiency in bargaining, concerns have been expressed by some public sector employee associations and unions in B.C. that the Public Sector Employer's Council will be able to place more pressure on management by defining only broad spending principles and then leaving the employers to work out the details with associations.

Some are worried that this may distance the government from its responsibility to establish and clearly articulate spending priorities. The mecbanism may be a polite way to introduce the principles of Ontario's 'Social Contract' into British Columbia.

In the face of the report and Bill 78 the issues paper stated that the appropriate role of CUFA/BC in the proposed new organization will bave to be considered and "approached carefully, being ever mindful of the needs and desires of each and every individual faculty association and the limited resources of CUFA/BC."

Turf war for student representation in Ontario continues

The struggle for representation of students at Ontario universities is continuing. The University of Toronto's Student Council recently voted to withdraw from the Ontario Undergraduate Student Alliance. At Queen's University, an October referendum on student financial contributions to OUSA resulted in students passing a 95 cent student interest fee.

During a referendum at Brock University, held between Oct. 19 and 22, 1,025 Brock students voted 80 per cent in favour of remaining members of OUSA. The University of Western Ontario's Students Council voted to become a member of OUSA on Oct. 29 and to approve expenditure of up to $6,000 on the organization's operating costs during the 1993/94 year.

Robin Squires, Ontario Treasurer of CFS, stated that of the schools that have joined OUSA, only two, Queen's and Brock, held campus-wide referenda. He expressed concern that "students on the other campuses haven't been asked to join." Other Ontario members of OUSA include Waterloo, Laurier and the part-time students association at the University of Toronto.

At the time of writing, students at McMaster University were preparing for a referendum to determine whether they would support an increase in contributions to CFS-O from three to five dollars per student. Squires said the McMaster Student Association is very supportive of the organization. He added that should the referendum not pass it is possible McMaster will later have another referendum on membership.

Jason Hunt, president of McMaster's student union said that students should support the CFS-O, which "has had a bigh profile on campus lately." McMaster was one of the founding schools in the Ontario Federation of Students.

(J. Mark Langdon is a Ph.D. student at Queen's University and an instructor in the Politics Department at Trent University.)

Visions de l'université

suite de la page 11

droits de la personne (1987) prévoit une disposition interdisant la discrimination systémique. La Coalition s'est appuyée sur cette disposition pour déposer deux plaintes: l'une fondée sur les services fournis par l'université et l'autre sur l'emploi.

Le dépôt de ces plaintes a permis de décrire les effets cumulatifs du système d'éducation sur les femmes. De plus, en modifiant le milieu universitaire, on influera sur les conditions de toutes les femmes et de tous les hommes de la province.

Citons Keith Louise Fulton à ce sujet: «Le système d'éducation est le gardien du pouvoir, de la participation et des ressources de notre société.»

La conférence de 1993 a été un effort concerté du Comité du statut de la femme de l'ACPPU et de presque 30 collaborateurs et collaboratrices, de conférencières et d'animatrices d'un océan à l'autre. La conférence de 1994 se tiendra l'automne prochain à Vancouver et sera annoncée dans un futur numéro du *Bulletin* de l'ACPPU.

(Rapport rédigé par Rosalind Riseborough, secrétaire du CSF de l'ACPPU)



Susan Gray

News from Quebec

McGill professors push to have echelon increase reinstated

The salaries of McGill professors are clearly inadequate. Two years ago, McGill placed 12th out of Canada's 15 biggest research-intensive universities in terms of salaries.

The McGill Association of University Teachers (MAUT) was looking to 1993/94 for a big push on salaries to move up from 33rd out of 64 universities nationwide.

Instead, the association has moved into a defensive mode. Last spring, following the latest round of provincial government cuts, McGill's administration decided to trim its budget for 1993-1994 by $5.2 million.

The university's Budget Planning Group says academic salaries must be maintained at current levels given that we are entering a period of academic renewal internationally. It was decided, however, to cut more than $1 million in professorial benefits over two years.

MAUT's main priority at present is to reinstate automatic echelon increases of six per cent. With the latest changes, the administration has removed the automatic increase resulting from a promotion to full professorship.

In an interview, Malcolm Baines, MAUT's new president, explained that most of the complaints received by the association concerned the elimination of the echelon increase, considered "a direct incentive to aspiring to full professorship."

"The biggest problem was the lack of consultation. MAUT had one week to come up with proposals," he said. "We're supposed to be consultative here, but 'instructive' is more like the operative word."

An important document on Quebec universities

To provide more information — and an alternative to the *Maclean's* rankings — the provincial government has produced a new document entitled *Indicateurs de l'activité universitaire.*

The document is divided into two sections. The first includes university profiles. In addition, data from each institution is compared to the provincial norm. The second focuses on certain university and CEGEP trends and gives a breakdown of all university-level students by discipline.

The publication of *Indicateurs* marks the first time so much information about the university system has been compiled in one document. It's intended audience is the general public as well as universities themselves.

One of the trends noted is the 114 per cent increase in university-level registration since 1973 and the corresponding 47 per cent increase in the number of professors in the province. *Indicateurs* also pays special attention to the participation of women in higher education.

Higher Education Minister Lucienne Robillard has indicated that it would not be possible to rank universities based on the 146-page report. She has even told *Le Devoir* that such a ranking would be impossible because of the substantial differences between Quebec universities. Still, an article in *The McGill Reporter* states that *Indicateurs* will serve as the starting point for further reflection concerning the question of standards and financing.

Claude Hamel, the president of CREPUQ (Conférence des recteurs et des principaux des universités du Québec), says his organization is satisfied with the methodology employed by the government. Unlike the *Maclean's* survey, "information was collected according to uniform definitions ... comparable statistics which have stood the test of time," he said.

Mr. Hamel also told the ***Bulletin*** he hoped to see the document updated bi-annually, and improved. "They could perhaps include analysis next time, or improve the way information is presented."

Two Laval professors found a university in Haiti

It was the wave of change that swept Haiti after the fall of Duvalier in 1986 that inspired two Haitian-born Laval University professors to help create a non-profit, private university on the Caribbean island.

The idea for the university originated with a group of professors still in Haiti. The two Quebec professors who have since become involved are Jean Moisset, of Laval's Department of School Administration and Policy and Antoine Ambroise, of Political Science.

Before Université Quisqueya (the island's former Indian name) opened in October 1990, the founders had done their homework, researching labour force needs and studying the aspirations of Haitian students. The need for a second university was obvious. While the Université d'Etat accepts 4,000 students, there are an additional 30,000 potential students for whom no places exist, according to *au fil des événements.*

When Quisqueya started out it had only 60 students and a $200,000 subsidy from the Mission française de coopération. Three years later there are 650 to 700 students. The programs offered include economics and education. The latter has never before been offered at the university level in Haiti.

According to Mr. Moisset, Quisqueya is experiencing serious problems due to Haiti's current political crisis. The university recently moved to new premises in a working-class neighbourhood which is now unsafe. Classes have been suspended for the time being.

In fact, since the 1991 coup d'état, the new university's financial situation has deteriorated. The contributions of international aid organizations such as CIDA (whose contribution is minimal at the moment) have diminished because of the embargo and this constitutes one of Quisqueya's biggest problems. The university, which has an accumulated deficit of more than $100,000, is mostly self-financing.

Despite the fact that he doesn't see an end to the current political crisis in the short term, Mr. Moisset said in a telephone interview that he is optimistic about Quisqueya's future. It now has an agreement with the private sector which has allowed it to obtain some land outside of the city for the construction of a campus — the institution's "big hope." Until now, rented premises have always been used.

(Susan Gray is a freelance journalist and translator who lives in Montreal.)

Nouvelles brèves du Québec

Pressions des profs de McGill pour rétablir une hausse d'échelon

Susan Gray

Les salaires des professeurs à McGill sont déjà inadéquats. Il y deux ans, McGill se classait 12e sur les 15 plus grandes universités canadiennes qui se concentrent sur la recherche quant aux salaires.

La MAUT (McGill Association of University Teachers) espérait que 1993-1994 serait une année de rattrapage de ce côté afin de faire mieux que le 33e rang sur 64 universités au pays.

Au contraire, l'association s'est tenue sur la défensive. Au printemps, en vertu des dernières coupures décrétées par le gouvernement provincial, l'administration a décidé de retrancher 5,2 millions $ du budget de 1993-1994. Dans un document du «Budget Planning Group», on signale que les salaires universitaires doivent être maintenus car on entre dans une période de renouvellement du corps universitaire à l'échelle internationale. Néanmoins, on a décidé d'épargner plus de 1 million $ sur deux ans à même les avantages sociaux des professeurs.

Mais, pour l'instant la priorité de la MAUT est le rétablissement des augmentations d'échelon de 6 p. 100. Avec ses dernières modifications budgétaires, l'administration a éliminé la hausse automatique que reçoit un professeur quand il devient professeur titulaire.

En entrevue, le nouveau président de MAUT, Malcolm Baines, a expliqué que la plupart des plaintes reçues par son association touchaient l'élimination de cette bausse, qu'on considère «une motivation directe à accéder au poste de professeur titulaire».

«Le plus grand problème était le manque de consultation. MAUT a eu une semaine pour formuler des propositions», déplore-t-il. «On est supposément consultatif ici, mais on a plutôt tendance à être instructif».

Un document de fond sur les universités québécoises

C'est pour répondre à un besoin d'information et pour présenter une solution de rechange au classement annuel des universités canadiennes fait par *Maclean's*, que le gouvernement provincial a préparé ce nouveau document: *Indicateurs de l'activité universitaire.*

Le document comporte deux parties. La première donne des profils universitaires. De plus, des données propres à chaque institution sont comparées à la moyenne provinciale. La deuxième examine certaines tendances quant au développement des universités et des CÉGEPs et classe tous les étudiants du niveau universitaire en fonction de leur programme d'études.

C'est la première fois qu'on a amassé autant de détails sur le système universitaire dans un document. Il est destiné au grand public et aux institutions universitaires.

Parmi les tendances, on note une augmentation de 114 p. 100 des inscriptions au niveau universitaire depuis 1973 et une hausse correspondante de 47 p. 100 du nombre de professeurs au Québec. *Indicateurs* porte particulièrement sur la participation des femmes à l'enseignement supérieur.

Lucienne Robillard, ministre de l'Enseignement supérieur, a mentionné que le rapport de 146 pages ne peut servir à des fins de classement. Elle a même dit au *Devoir* qu'un tel classement serait «impossible» à cause des grandes différences entre les universités québécoises. Cependant, selon le *McGill Reporter*, elle a admis que les statistiques fournies par *Indicateurs* serviront à «une réflexion plus spécifique» au sujet de la relation entre les normes et le financement.

Selon Claude Hamel, président de la CREPUQ (Conférence des recteurs et des principaux des universités du Québec), son organisme est satisfait de la métbodologie employée par le ministère. Contrairement au travail de *Maclean's*, on a fait la «cueillette des données en s'appuyant sur des définitions uniformes ... des données comparables qui ont fait leurs preuves au cours des années».

M. Hamel a aussi déclaré au ***Bulletin*** qu'il espère que ce document sera mis à jour aux deux ans et amélioré. «Peut-être on pourrait faire de l'analyse, peut-être en améliorer la présentation».

Deux professeurs lavallois fondent une université haïtienne

C'est la vague de changement qui a suivi la cbute du régime Duvalier en Haïti en 1986 qui a inspiré deux professeurs de l'Université Laval d'origine haïtienne à participer à la création d'une université privée à but non lucratif là-bas.

L'idée de fonder une université est venue de professeurs vivant toujours en Haïti. Les deux professeurs du Québec qui y participent sont Jean Moisset, du département d'administration et politique scolaire et Antoine Ambroise, du département des sciences politiques à Laval.

Avant d'ouvrir les portes de l'Université Quisqueya (l'ancien nom indien de l'île) en octobre 1990, le groupe avait fait ses devoirs en ce qui a trait aux demandes en main-d'oeuvre et aux aspirations des élèves haïtiens. Mais il était bien évident que le besoin d'une deuxième université existait: selon le journal *Au fil des événements*, l'Université d'État accueille 4 000 étudiants alors que les 30 000 étudiants potentiels ne peuvent pas y entrer.

Quisqueya a débuté modestement avec une soixantaine d'étudiants et un appui de 200 000 $ de la Mission française de coopération. Trois ans plus tard, elle compte environ 650 à 700 étudiants. L'université offre des programmes d'études tels l'économie et les sciences de l'éducation, ce dernier programme étant offert pour la première fois au pays au niveau universitaire.

Selon M. Moisset, Quisqueya vit de «graves problèmes» actuellement à cause de la situation politique en Haïti. Les tout nouveaux locaux de Quisqueya sont situés dans un quartier populaire actuellement dangereux. L'institution est donc fermée pour l'instant.

En fait, depuis le coup d'état de 1991, la situation financière de la nouvelle université s'est détériorée. Les instances internationales comme l'ACDI (dont le support est minime actuellement) ont diminué leur contribution à cause de l'embargo, créent ainsi un des grands problèmes dont souffre Quisqueya. La plupart des fonds de l'Université, qui a un déficit accumulé de plus de 100 000 $, provient de l'autofinancement.

Malgré le fait qu'il ne voit pas de fin à la crise politique actuelle à court terme, M. Moisset a dit dans une entrevue téléphonique qu'il est optimiste quant à l'avenir de Quisqueya. Son université jouit maintenant d'une entente avec le secteur privé qui lui a fourni des lots en dehors de la ville pour la construction d'un campus — leur «grand espoir». Jusqu'à maintenant, on a toujours utilisé des locaux loués.

(Susan Gray est journaliste et traductrice pigiste et vit à Montréal.)

Rencontre des organisations syndicales de l'enseignement des pays ayant en commun l'usage du français

Participants

Afrique
Bénin
Burkina Faso
Burundi
Cameroun
Rép. Centre Af.
Congo
Côte d'Ivoire
Rép. de Guinée
Madagascar
Mali
Maroc
Ile Maurice
Rwanda
Sénégal
Tchad
Togo
Tunisie

Europe
Belgique
France
Suisse

Amérique
Canada
États-unis
Haïti

Cette quatrième rencontre des organisations syndicales francophones s'est tenue à Ottawa du 14 au 17 septembre 1993. L'organisation matérielle de la conférence avait été confiée à la Fédération canadienne des enseignantes et des enseignants (FCE) qui s'est très bien acquittée de cette tâche.

Trois pays d'Europe étaient représentés, soit la France, la Belgique et la Suisse. En particulier, on retrouvait de France, la nouvelle Fédération syndicale unitaire (FSU) et la Fédération de l'éducation nationale (FEN).

L'Afrique avait des délégations de plus de quinze pays.

Les États-Unis et Haïti avaient un représentant chacun.

Parmi les très nombreuses organisations canadiennes représentées, on remarquait la FCE, l'ACPPU, la Centrale de l'enseignement du Québec (CEQ) et la FQPPU. L'Agence de coopération culturelle et technique (ACCT) était représentée par son directeur général et l'Internationale de l'éducation par son secrétaire général adjoint.

Rappelons que la première rencontre du genre a eu lieu à Québec à l'automne 1987. L'ACPPU y était représentée.

Parmi les thèmes abordés, mentionnons d'abord celui de l'état de l'éducation dans le monde. Le constat d'Alain Mouchoux dans son rapport de synthèse est révélateur: «... je ne voudrais pas commencer cette synthèse sans rappeler des éléments qui illustrent bien la situation actuelle:
– Dépenses pour l'éducation qui ont diminué de moitié en dix ans.
– Reculs dans les dépenses consacrées aux salaires des enseignants, aux investissements et au fonctionnement.
– Moins de 1 $ US dépensé par élève et par an pour le matériel pédagogique.
– Des moyennes de 50 à 70 élèves par classe, des conditions de scolarisation désastreuse en particulier en milieu rural avec des salles de classe où l'on s'assoie par terre sans rien pour écrire!
– Et puis des inégalités plus grandes encore qui atteignent les filles alors que l'on sait que les femmes forment les 2/3 de tous les analphabètes du monde: plus de 950 millions de personnes!
– Des dizaines de millions d'enfants qui n'achèvent même pas le cycle éducatif de base.»

Il est évident que tous ces points ne s'appliquent pas également à travers le monde, mais ils révèlent une détérioration de l'enseignement.

Un autre thème qui a suscité un fort intérêt fut celui de l'éducation aux droits de l'homme. Citons encore une fois le rapport de synthèse: «Il est indispensable que les organisations syndicales des pays du Nord multiplient les pressions sur les régimes dictatoriaux qui bafouent les droits humains. On souhaite que ces organisations soient plus présentes dans les pays du Sud au moment où se vivent les luttes pour le respect des droits humains et que se développent des réseaux de solidarité active.»

Il est évident, considérant les actions de l'ACPPU dans ce domaine, que nous sommes d'accord avec ce texte. On pourrait ajouter que les organisations francophones de l'enseignement pourraient être et devraient être un de ces réseaux de solidarité active.

(Rapport préparé par M. Robert Léger, agent des relations avec les gouvernements à l'ACPPU).

Chrétien nomme des ministres

suite de la page 7

collaboré étroitement avec l'ACPPU en tant que porte-parole libéral en matière de sciences et de technologie et porte-parole adjoint pour les finances.

John Manley est détenteur d'un baccalauréat en mathématiques et en sciences politiques de l'Université Carleton. Après avoir terminé une licence en droit à l'Université d'Ottawa, il a été clerc de Bora Laskin, à l'époque juge en chef de la Cour suprême du Canada et ancien président de l'ACPPU.

Élu pour la première fois à la Chambre des communes le 25 octobre dernier, Dr Gerrard représente la circonscription de Portage-Interlake au Manitoba. Dr Gerrard était directeur du département d'hématologie et d'oncologie à l'hôpital pour enfants de Winnipeg. Il est aussi professeur à la faculté de médecine de l'Université du Manitoba et est un expert reconnu en matière de fonctionnement des globules et de la coagulation.

La compétence du Dr Gerrard a été reconnue au moyen de nombreux prix et postes de chercheur, notamment la bourse scientifique du Conseil de recherches médicales en 1985 et le poste qu'il occupe au sein du comité de physiologie cellulaire du Conseil de recherches médicales.

La hausse des frais de scolarité devance le coût de la vie

D'après un rapport rendu public par Statistique Canada le 16 novembre, le coût d'une formation universitaire a augmenté de 58 p. 100 au cours des cinq dernières années, devançant de loin les hausses du coût de la vie.

Selon les données du rapport, les frais de scolarité des programmes en arts du 1er cycle ont augmenté en moyenne de 58 p. 100 de 1988-1989 à 1992-1993. Au cours des dix dernières années, les frais de scolarité ont presque doublé, grimpant de 92 p. 100 depuis 1984-1985. En comparaison, le coût de la vie a augmenté de 38,6 p. 100 depuis 1984-1985.

Bob Best, porte-parole de l'Association des universités et collèges du Canada, a déclaré dans l'édition du 17 novembre de *Southam News* que les hausses de frais de scolarité s'expliquaient par le fait que les crédits des gouvernements n'avaient pas suivi le rythme de croissance des effectifs étudiants depuis dix ans. Il a également fait remarquer que les frais de scolarité représentaient 21,8 p. 100 des revenus de fonctionnement des universités en 1992 contre 16,4 p. 100 en 1988.

En colère, Carl Gillis, président national de la Fédération canadienne des étudiantes et étudiants, a déclaré que de telles hausses visant des groupes autres que les étudiants ne seraient pas tolérées.

M. Gillis a ajouté que les étudiants éprouvent plus de difficulté à recevoir une formation à cause des hausses des frais de scolarité à une époque où tout concourt à dire qu'ils doivent s'instruire s'ils veulent être compétitifs dans l'économie.

Il a accusé les recteurs d'université, qui ont fait des pressions pour augmenter les frais de scolarité face aux compressions des gouvernements, d'être coupés de la réalité des étudiants.

(Tim Stutt est agent des relations avec les gouvernements à l'ACPPU).

Votre PROGRAMME FINANCIER sur MESURE

La Banque Nationale et les professeurs d'université du Canada partagent le même souci d'excellence. C'est pourquoi ils se comprennent si bien.

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TRIBUNE LIBRE / COMMENTARY

Creative Dissent

Les universités font et devraient faire de la dissidence créatrice. Elles sont dissidentes quand leur recteur ou le gouvernement provincial les contraignent à adopter, au nom du changement, des pratiques empruntées au monde industriel, ou à organiser des programmes d'études et la recherche à des fins strictement économiques. Les universités sont dissidentes quand les politiciens insistent pour que leurs universitaires appuient des projets populaires à tendance sociale et politique. Elles sont dissidentes quand des journalistes, ou encore des recteurs d'université, leur demandent d'imiter les établissements d'enseignement étrangers, quelque particulière que soient les circonstances et les anecdotes de toutes les universités Harvard et Stanford qu'ils voudraient nous recommander.

À l'instar des auteurs du rapport Autonomie de direction et responsabilité publique des universités, j'estime que le conseil d'université est le meilleur endroit pour nourrir et soutenir la dissidence créatrice à long terme. Comme cela a toujours été, la dissidence proviendra également de particuliers et d'unités administratives de l'université. Cependant, le conseil d'université réunit exceptionnellement tant l'engagement social que l'examen désintéressé. Si le GEIDU réussit à faire imposer ses idées, les conseils d'université auront la motivation et les moyens de s'interroger indéfiniment.

by Bill Bruneau

Universities are and should be in the business of creative dissent. They dissent when their presidents and/or their provincial governments compel them to adopt industrial practices in the name of change, or to organize curriculum and research for narrowly economic objectives. Universities dissent when politicians insist that "their" academics support merely popular social and political schemes. They dissent when journalists (or again, university presidents) demand they imitate foreign institutions, however peculiar the circumstances and histories of the Harvards and Stanfords they would like to recommend to us.

Like the writers of *Governance and Accountability*, the ISGUG report, I believe the Senate is the best place in which to nourish and to sustain creative dissent over the long haul. As it always has, dissent will also emanate from individuals and administrative units of the university. The Senate, however, uniquely embodies both social commitment and disinterested inquiry. If ISGUG had its way, senates would have both the motive and the means to carry on that inquiry indefinitely.

The ISGUG proposals and beyond

In light of calls across the country for detailed accountability (read: control), ISGUG recommendations about the roles of administrators, Boards of Governors, and new Canadian agencies of accreditation are breathtaking. Indeed, ISGUG recommendations about the senate (pp. 25-8) are next to heart-stopping. In essentials, they include senate powers to review university budgets in full public view, election of three-fifths of senate from among faculty members and professional academic librarians, an active senate role in promoting equality and tolerance on campus, appointment of senior administrators by consent of the senate, and their evaluation by senate at regular intervals.

With a quibble or two, I agree to all of this. I still worry, though, that sustained state intervention may overwhelm even a reformed senate. Even with adoption of ISGUG proposals for transparency in university governance (to answer public demand for accountability), could to take just one example a senate forever resist provincial government demands for an input-output audit?

So, moving beyond the question of the structure of university senates, I propose that senates:

[i] undertake regular studies of university accessibility, of the province-wide impact of professional education offered by the university, and of the cultural effects of the university (on the arts, on teaching of the academic disciplines in public schools, and the role of the university in the media and in politics);

[ii] communicate their work to the public, through the press and electronic media, and partly through in-house publications (perhaps using the services of their university presses, or of their media and printing centres); and

[iii] tell the university community regularly about all demands for accountability being made of it. This would mean publishing regular summaries of government policies, reviews of the requirements of accreditation bodies, and so on.

Considering that provincial governments will not happily legislate such senates, there should be public campaigns to bring in the new arrangement. The CAUT should assist in these campaigns, and should realize interventionism differs from province to province, and region to region. CAUT should provide regionalized services to this end, and consider emphasizing direct and concrete services to local associations who press for senate and board of governors reform.

Faculty associations and governance

I suggest that faculty associations are crucial to effective university government and to good academic decisions. First, like all constituent associations of CAUT, they are bound by democratic practice and the values of due process. Their very presence on campus must be a constant reminder to any senate or board of governors of the modus operandi appropriate to their activity.

Second, associations work toward social and economic objectives, by choice and after open deliberation, but without limiting their members' free and disinterested research. In this respect they are leading the university. Senates and boards of governors ought after all to be encouraging free teaching and research, meanwhile encouraging their universities to consider critically and helpfully the university's social and economic obligations to the community.

On these grounds, I suggest that:

[iv] associations run campaigns to elect members to the senate and to the board of governors. Once elected, these members should act freely, but communicate bidirectionally as between association and senate, or board of governors. Where associations do not, or choose not to be represented on senates and boards, they should consider other ways of making fully public their principles and practices. Associations have a lot to give the wider community, and the present uncertainty in public thought about higher education is an occasion not to be missed. Gaudeamus!

(The above is an abridged version of a paper delivered by Dr. William Bruneau, President of the University of British Columbia Faculty Association, at the May 1993 meeting of the Canadian Association of University Teachers (CAUT) in response to the report of the CAUT appointed Indepeudent Study Group on University Governance (ISGUG).)

Les articles reflètent l'opinion de leurs auteurs uniquement. The views expressed are solely those of the author and not of CAUT.

Tribune libre/Commentary

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary, for the purposes of translation into the other official language. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

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Our error

The article that appeared on page 4 of the November issue of the CAUT *Bulletin* stated that "...more than 90 per cent of full-time faculty are in tenured positions." This should be corrected to read that "...more than 90 per cent of full *professors* are in tenure stream positions." The statement was made in reference to the graph in Figure II. Elsewhere in the article it is correctly stated that 87 percent of full-time faculty are in tenure stream positions.

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CAUT BOOKSHELF / LE COIN DES LIVRES

The search for a philosophical ground for rights

The Ethics of Human Rights
Carlos Santiago Nino
Oxford: Clarendon Press, 1991
A System of Rights
Rex Martin
Oxford: Clarendon Press, 1993

Work had begun on arranging the marriage of two legal regimes that emerged in the same atmosphere of the late nineteen forties but diverged in doctrine and practice — refugee and human rights law. Refugee protection began, however, in the particular context of post-War Europe with a narrow but workable definition aimed at the protection of European refugees fleeing communist regimes and an international institution to deliver that protection.

Human Rights law began with abstract generalities — the famous Universal Declaration (1948) to articulate a common understanding of fundamental rights and freedoms in recognition of the claim that all members of the human family enjoyed inherent dignity and equal and inalienable rights; the development was a response to fascism and Nazism rather than communism. (Cf. Johannes Morsink, "World War Two and the Universal Declaration," in the *Human Rights Quarterly*, 15:2, May, 1993, pp. 357-405)

There was a second major difference. Refugee law attended to those persons who fled states that failed to provide protection. Human rights law addressed the issue of the standards states were to achieve in protecting their own members. The two systems of law appeared complementary.

During the eighties, direct connections began to develop between the two legal regimes. Human rights violations were perceived as a root cause of refugee flows. (*Report of the UN Commission on Human Rights*, UN Doc. E/CN.4/1503,1982) But the usual result of such flight was to enter into a camp atmosphere that attempted to address the issue of needs rather than rights. It was only the Singh case of 1985 that made the landmark decision that refugee claimants were protected by the Canadian Charter of Rights and Freedoms. At the other end of the refugee flow, rights monitoring was seen as a method of preventing refugee flows.

Recently, there has been a movement of convergence of the two international legal regimes. The Vienna Congress on Human Rights attended by activists and advocates, lawyers and bureaucrats, scholars and institutionalists, has just ended; the effort to initiate a High Commissioner for Human Rights, modelled on the United Nations High Commission for Refugees, was endorsed at that congress after considerable effort.

Coming in the other direction, the *International Journal of Refugee Law* dedicated a special fat issue in 1990 to the link between the two forms of international law to go beyond the opportunities available for refugee protection to attempt to root refugee law and assistance within the concept of human rights protections. My colleague, Professor Jim Hathaway, is undertaking research to revise the refugee definition to incorporate it within a universal human rights framework.

But there is a much deeper level at which refugee and human rights law are linked — ethics and political theory. Both of the above books attempt foundational scholarship to provide a theoretical basis for human rights linked to such concepts as obligations to obey the law, democratic institutions and coercive actions by the government in the form of punishment. Let us use the issue of refugees as a mode of testing the core thesis of their respective theories.

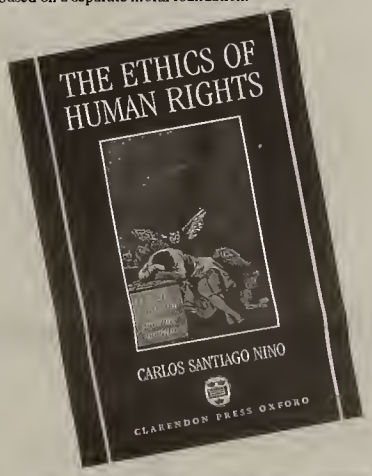
Martin begins and Nino ends with the discussion of political authority as the instrument for mediating between social morality and the conception of a just society. States not only have obligations to their members, but the members are obliged to obey state laws. At the same time, states are built on the premise that they have a monopoly on coercion. Thus, governments make rules, justifiably expect compliance and are entitled to utilize their coercive monopoly to enforce those rules. Coercion entails frustrating human rights to enforce supposed obligations.

If those obligations are identical with moral ones which an autonomous individual is obliged to uphold, then they are obeyed, not because they are required by government, but for some other reason. One reason could be that self-governing moral persons are obliged to follow them irrespective of the role of government. But then, governments would then be morally superfluous, as in philosophical anarchism, although instrumentally rational. Neither author accepts such an explanation for the obligation to follow government rules.

Nino challenges this conclusion by arguing that some basic rights (freedom of expression, for example) are a priori conditions of moral discourse and behaviour (a priori basic rights), while others presuppose discourse and democratic procedures to determine rights generated by such procedures. In contrast to these a priori determinations, the scope of those rights and the resolution of conflicts between rights belong to the realm of a posteriori knowledge. Thus, unless a priori basic rights are being threatened, humans have an obligation to obey democratic governments concerning procedural norms and the boundaries for any right. Further, those states have the right to use coercion to enforce those obligations and deprive or limit recognized rights.

In other words, coercion is justified if it is based on protection of the rights of people to the greatest degree possible when there is a presumed probability that such protection might be endangered, the protective measures are both necessary and effective, and the measures utilized are less evil than the acts they penalize. Nino provides an expanded Kantian defence of the authority of government within the context of defending human rights.

For Martin, although all rights are conventionally established ways of action (and, therefore, not a priori), coercion is justified in precisely the same way — by the degree to which it serves to protect rights. Norms have to be formulated and given value to adjudicate conflicts between and among different rights. Governments do the adjudication. But the authority of government is not based on a separate moral foundation.



In contrast to Nino's concept of basic rights as inherent and a priori, in Martin, rights are rooted in an attempt to resolve a critical concrete issue and are best understood in terms of the context of the disputes they were developed to settle. Thus, political theory and rights are not rooted in an a priori concept of morality and the nature of what it is to be human (Kant), but in customary and accepted practice which was, in turn, justified as reasonable by explicating such practice as a means to serving some interest or perceived benefit or other good.

Thus, for Martin, rights are not universal in two senses. They are fundamentally determinate rather than indeterminate. Secondly, they are distributable; they are not assigned to everyone but only to a particular class to accredit certain ways of acting. The only universal characteristic applicable to all rights — civil, political, constitutional, natural, human, basic, etc. — is a generic way of acting either by the holder of the rights or those whose rights are limited. Thus, Martin provides a historical contextual rationale for human rights.

Does it make any difference whether there are a priori basic rights or whether rights are simply accredited established ways of acting? Yes. The Canadian Refugee Board decided that if a woman flees a state which either condones wife beating or fails to provide protection from such assaults, then the refugee has a bona fide refugee claim.

On the political level, if the right of security of persons from assault is a universal right, without regard to the culture in which this is practised, then the Canadian government is duty bound to condemn the human rights abuses of the government of the country from which the individual fled. If, on the other hand, the right of a wife to be free from an assaulting husband is based on what is considered an accredited way of acting in Canada, then Canada, as a signatory to the Refugee Convention, may be obliged to accept the refugee claim based on accredited behaviour in Canada without, at the same time, being obliged to condemn the government from which the refugee fled. Thus, the philosophical rationale for human rights and refugee law can oblige different behavioral responses in the sphere of external affairs by governments.

If the philosophical foundations for rights law have normative implications for state behaviour, not only in the domestic sphere, but in inter-state relations as well, then it is critical that these two different foundations for justification be adjudicated. If a measure for adjudication is current state practice, then although Canada is one of the loudest defenders of the universality of human rights protections, the Canadian government operates on a conventionalist rather than an inherent philosophical rationale for human rights.

But contradictions in practice are no indication of which philosophical rationale is correct. Refugees pose an even more difficult philosophical problem for human rights. Since neither Nino nor Martin ground rights law in social contract theory, on the one hand, and both eschew philosophical anarchism on the other hand, and both are concerned with the use of coercion to enforce obligations which limit recognized rights, both theories raise questions about the rationale for obligating states to protect refugees.

Unlike social contract theorists, obligations of states need not be restricted to members, so these theorists escape that problem. Certainly, protecting refugees does serve to advance the rights regime, an interest and measure for both authors. But there seems to be no use of coercion to enforce obligations and limit rights. When unsuccessful refugee claimants are forcefully evicted by the state, it is not to limit recognized rights, but to deny that the failed claimant has any right to claim membership in or protection by the state.

Refugees provide fascinating material for testing rights theories because they deal with who is and who is not entitled to membership in a system of rights protection. If one's rights can be proven to have been abused by another state according to the standards of your own state, then your own state is obliged to provide that protection if that claimant is on your soil. This suggests that both an implicit contractarian theory is entailed and that rights are not primarily and fundamentally about the use of coercion to enforce obligations and limit rights, but about the use of coercion to deny obligations and the protective umbrella of one's own system of rights.

Readers may want to examine the two books to see if they should or need to choose the rationales they each provide for human rights law and examine the merits of their respective rationales. Certainly both books make many fine philosophical distinctions which help clarify the broad philosophical as well as applied areas of rights laws.

(Review by Howard Adelman, Professor of Philosophy and Director, Centre for Refugee Studies, York University.)

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Season's Greetings

CLASSIFIEDS/ANNONCES CLASSÉES

CAUT/ACPPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

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As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th. St. N.W., Washington DC 20005; tel: 202-737-5900.

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Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202) 737-5900.

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QUEEN'S UNIVERSITY - Department of Anatomy and Cell Biology. Applications are invited for: 1. A tenure track appointment at the rank of Assistant or Associate Professor. A PhD and/or M.D. or D.D.S. degree and a minimum of two years of postdoctoral experience are essential. Outstanding candidates with strong interdisciplinery research programs in Cell Biology, Neuroscience, Humen Kinetics or Physical Anthropology will be considered. Demonstrated ability to teach Humen Gross Analomy would be an asset. 2. A special appointment at the rank of Assistant Professor conlingent on the applicant obtaining a Medical Research Council, Heert and Stroke Foundation or equivalent Scholarship. A PhD and/or M.D. or D.D.S. degree and a minimum of two years of postdoctoral experience are essential. Outstanding candidates with strong interdisciplfnary research programs in Cell Biology, Neuroscience, Humen Kinetics or Physical Anthropology will be considered. Abilfy to teach in two areas: Humen Gross Anatomy, Histology, Neuroscience, or Embryology, in an integrated medical curiculum would be an asset. Initially, up to two years of special funding may be available for an outstanding candidate. Candidates should indicate the position applied for and arrange to have a copy of their curriculum vitae and at least three letters of recommendation sent to: Dr. M.G. Joneja, Professor and Heed, Department of Anatomy and Cell Biology, Faculty of Medicine, Queen's University, Kingston, Ontario Canada K7L 3N6. In accordance with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. The Queen's University hes en employment equity programme, welcomes diversity in the workplace and encourages applicetions from all qualified candidates, including women, aboriginal peoples, people with disebilities and visible minorities. Applications and letters of recommendation should be forwarded as soon as possible and no later than January 15, 1994.

ANTHROPOLOGY

UNIVERSITY OF VICTORIA, Department of Anthropology. Applications are invited for up to two full time sessional replacement positions, for the period September 1, 1994 to April 30, 1995. These positions are subject to budgetary approval. One position is for a Cultural Anthropologist who in addition to introductory cultural anthropology, can teach at least one of the following: medical anthropology, Canadian ethnic groups, or anthropology of religion. The second position is for a Physical Anthropologist who, in addition to introductory physical anthropology, can teach at least one of the following: paleoanthropology, medical anthropology, or nutritional anthropology. Applicants who have completed the PhD are preferred. Applications, including a curriculum vitae and the names of three references, should be sent to Dr. L. Donald. Acting Chair, Department of Anthropology, University of Victoria, P.O. Box 3050, Victoria, B.C., Canada, V8W 3P5. The closing date for applications is January 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Applications are encouraged from aboriginal persons, members of visible minorities, persons with disabilities, and women.

UNIVERSITY OF WATERLOO - The Department of Anthropology, University of Waterloo, seeks a tenure track or tenure-track, full-time definite term position at the Assistant Professor level for an archaeologist, preferably with research interest and experience in Ontario Prehistory. This appointment is subject to the availability of funds. The PhD must be complete for appointment at the rank of Assistant Professor. The position involves teaching an introductory course in Human and Cultural Evolution and undergreduate courses in North American prehistory, Great Lakes Archeeology, Principles of Archaeology, and willingness to teach introductory Social and Cultural Anthropology or other general anthropology courses (e.g., Cultural Ecology, History of Theory, Arctic Peoples). In addition, the eppiicant should be prepared to supervise reading courses and senior honours papers. The Anthropology Department at the University of Waterloo is currently an undergraduate department with a strong commitment to teaching and research. The position begins on July 1, 1994, with teaching duties of two and three terms per year. The salary floor for Assistant Professor is $38,932. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Waterico encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Applicants should send their vita and names of at least three references by January 31, 1994 to: Dr. Anne Zeller, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario N2L 3G1. Applications may also be sent by Fax to 519-747-9149.

UNIVERSITÉ LAVAL - Le département d'enthropologie de la Faculté des sciences sociales de l'Université Laval désire pouvoir un poste de professeur, professeure. Type de poste de professeur, professeure ordinaire selon la convention collective. Date d'entrée en fonction: juin 1994. Fonctions: enseignement et encadrement aux trois cycles, recherches et publications, participion à la vie universitaire. Critères de sélection: 1) PhD en anthropologie ou l'équivalent, 2) Champ prioritaire: méthodologies qualitetives et quantitatives. Une compétence dans le champ de la santé serait un elcut supplémentaire. Faire parvenir se candidature, avant le 15 février 1994, accompagnée d'un curriculum vitae, un dossier académique, des tirés à part de publications, une lettre décrivant l'orientation de carrière en enseignement et recherche et les noms et adresses de trois personnes pouvant fournir des recommandations, à: M. François Trudel, directeur, département d'anthropologie, pavilion Charles-De Koninck, Université Leval (Québec), G1K 7P4. L'Université Laval applique un programme d'eccès à l'égalité en emploi. En accord avec les exigences du ministère de l'immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

McGILL UNIVERSITY - Applications are invited for two full-time tenure track appointments at the Assistant Professor Level, starting September 1, 1994. The base salary is CS40,980 per annum, plus fringe benefits. An appointment to a junior Associate level might be possible for an exceptional case, subject to University approval. Applicants should have the Ph.D. in hand by March 31st, 1994. We seek cultural anthropologists with research interests in symbolic anthropology. All regional specializations will be considered. Duties include the teaching of four one-semester courses, including one graduate seminar and three undergraduate courses. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. (Please indicate citizenship status.) McGill University is committed to equity in emptoyment. Please send a curriculum vitae, description of research interests, names, addresses, and phone numbers of three referees, as well as a sample of recent writing to Professor Jerome Rousseau, Chair, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montréal, Québec, Canada H3A 2T7. Please provide phone number and, if possible, E-mail address or fax number. The deadline for the receipt of applications is January 7, 1994.

APPLIED MATHEMATICS

QUEEN'S UNIVERSITY - Department of Mathematics and Statistics. The Department will be making a renewable (tenure-track) appointment in Applied Mathematics at the Assistant or possibly Associate Professor level to begin July 1994. Membership or eligibility for membership in a professional engineering association is required. The successful applicant will have excellent research promise and demonstrated potential to give leadership in promoting scholarly activities within the Department. Salary will be commensurate with qualifications and experience. Interested candidates are requested to arrange that a curriculum vitae and letters of recommendation from three or more referees be received at the address below by February 1, 1994. At least one letter should comment on the candidate's teaching ability. Professor Leslie Roberts, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Queen's University is willing to help the spouse of a new appointee seek suitable employment. Fax: 613-545-2964 BITNET:MASTDEPT@QUCDN.

ART & ART HISTORY

UNIVERSITY OF SASKATCHEWAN - Applications are invited for a tenure-track position in Photography at the Assistant Professor level in the Department of Art and Art History, effective July 1, 1994. In addition to expertise in photography, candidates should be well-versed in contemporary theory and should have a background in one or more of the following: sculpture, painting or drawing. The candidates should have a M.F.A. degree or equivalent. University teaching experience and an active exhibition record. Candidates are expected to contribute fully at the undergraduate and graduate levels. Applicants should arrange to have a curriculum vitae, including list of publications, 20 slides, slides of students' work and three letters of reference sent to: Professor Doris Hasell, Acting Head, Department oi Art and Art History, 181 Murray Building, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Deadline date is January 15, 1994. In accordance with Canedian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Sesketchewen is commited to the principles of employment equity: women candideles, candidates of aboriginel descent and candidates from other minority groups are especiellv encouraged to apply.

ART HISTORY

NOVA SCOTIA COLLEGE OF ART AND DESIGN - Applicants are invited to apply for an initial three-year appointment as a full-time Assistant or Associate Professor in the Art History Division of the Nova Scotia College of Art and Design, to teach survey and seminar courses in the History of Design and/or Crafts and in one other area of History, Theory or Criticism in the visual arts. Qualifications: Preference for candidates with PhD, but consideration given to applicants with appropriate degree and experience. Salary dependent on qualifications and salary grid. Starting date: July 1, 1994. Address letter of applications, Curriculum Vitae and names of three references to: Scott MacDougall, Dean, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia B3J 3J6.

ASIAN STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA - Posidon in South Asian History. Applications are invited for a tenure-track Assistant Professor in the cultural or social history of South Asia. The candidate should be capable of teaching undergraduate courses on a variety of periods. Course load will typically consist of: Introduction to South Asia (a broad first-year civilization course); one undergraduate course on South Asian history; and one course, graduate or undergraduate, in the candidate's area of specialization. Qualifications should include: e PhD in hand at time of appointment; a command of at least one South Asian language; and a demonstreted commitment to teaching and research. Teaching experience at a North American university is desirable. Salary is commensurate with qualifications and experience. Appointment may be considered at a higher rank for a women with exceptional qualifications. The appointment is subject to budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Candidates should send a complete curriculum vitae, copies of important publications or unpublished manuscripts, and the names and addresses of at least three referees to Professor Michael S. Duke, Head, Department of Asian Studies, University of British Columbia, Vancouver, B.C., Canada V6T 1Z2. The deadline for receipt of applications is February 1, 1994. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

BIOCHEMISTRY & MICROBIOLOGY

UNIVERSITY OF VICTORIA - The Department of Biochemistry and Microbiology invites applications for a full-time, tenure-track appointment at the Assistant Professor level in an eree of biochemistry or molecular biology. The successful candidate will be expected to teach in our graduate and undergraduate programs and to establish a vigorous independent research program. Our Department consists of 12 full-time faculty members with strong research programs in molecular aspects of Biochemistry and Microbiology. Current departmental enrollment is 200 undergraduate majors, 16 M.Sc. students and 13 PhD students. The deadline for application is February 1, 1994. Applicants should send their curriculum vitae, together with copies of recent publications, a short description of future research interests, and the names and addresses of three referees to: Dr. Rozanne Poulson, Faculty Search Committee, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 3055, Petch Building, Victoria, British

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Columbia V8W 3P6 Canada. Applicants are advised to ask their referees to send confidential reports directly to the Department without waiting to be contacted. The appointment will be made in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

BIOLOGICAL SCIENCES

THE UNIVERSITY OF CALGARY Department of Biological Sciences invites applications for a tenure-track faculty position at the Assistant Professor level in Physical Biochemistry. The Department offers honours and majors programs in biochemistry and features physical biochemistry courses at the 3rd and 4th year levels. Qualifications: PhD degree with postdoctoral experience; a commitment to excellence in teaching at the undergraduate and graduate levels; a demonstrated ability to conduct productive research of high quality and impact, specializing in any area of physical biochemistry are encouraged to apply. The successful applicant will participate in the teaching of undergraduate and graduate physical biochemistry courses. The salary range for an Assistant Professor is $38,140 - $58,401. The position is available July 1, 1994. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified applicants, including women, aboriginal people, visible minorities, and people with disabilities. Applicants should send a curriculum vitae; a concise outline of research directions and goals; and the names, addresses, telephone and fax numbers of three referees before December 30, 1993 to: Dr. R.W. Davies, Head, Department of Biological Sciences, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4. Facsimile: 403-289-9311.

BIOLOGY

THE UNIVERSITY OF NEW BRUNSWICK - Applications are invited for a tenure track position at the Assistant Professor level. The successful applicant will be expected to demonstrate good teaching abilities in courses related to fisheries, physiology, aquaculture, marine ecology and introductory biology. They will also establish active research programs and supervise graduate students (M.Sc. and PhD). Qualifications include a PhD degree and published evidence of excellent research ability. The appointment, which is subject to final budgetary approval, will commence on July 1, 1994. Applications, including a curriculum vitae and the names of three referees, should be received no later than January 31, 1994 by Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF NEW BRUNSWICK - Applications are invited for a full-time position at the Instructor level. Teaching duties include presenting a full course in human biology and ecology to non-science majors and supervisor of laboratory instruction in a variety of first and second year Biology courses. Applicants should possess relevant teaching experience and a PhD degree (or be in the process of completion). The appointment, which is subject to final budgetary approval, will commence on July 1, 1994. Applications, including a curriculum vitae and the names of three referees, should be received no later than January 31, 1994 by Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

DALHOUSIE UNIVERSITY - Fish Biologist. The Department of Biology at Dalhousie University invites applications for a probationary tenure-track position in fish biology at the rank of Assistant Professor starting September 1st 1994. Candidates must have a PhD and published evidence of excellence in research. The successful applicant will be expected to be able to teach at elementary and advanced undergraduate levels as well as to establish a strong research programme including graduate student supervision. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. We encourage applications from qualified women, aboriginal people, visible minorities and persons with disabilities. This appointment is subject to budgetary approval. Applicants must include curriculum vitae and the names of three referees. Applications should be sent by January 1, 1994 to: Dr. Martin Willison, Chair, Department of Biology, Dalhousie University, Halifax, Nova Scotia B3H 4J1.

UNIVERSITY OF VICTORIA - Chair, Department of Biology. Applications are invited for the position of Professor and Chair of the Department of Biology, University of Victoria. The Department has 27 faculty members, 11 staff members in support of teaching and research programs, and 100 graduate students. The Department's main areas of emphasis are ecological and evolutionary biology, physiology, and cellular and molecular biology. Candidates must have a distinguished record of scholarship and professional achievement and will be expected to participate in teaching and research programs. The successful candidate will also possess strong leadership qualities and demonstrated administrative ability. Send applications to: Dr. J.T. Weaver, Dean of Science, University of Victoria, P.O. Box 3045, Victoria, British Columbia V8W 3P4 Canada. Applications received before January 31, 1994 will receive prior consideration. The successful candidate is expected to take office on July 1st, 1994 or as soon as possible thereafter. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Applications from Canadian citizens and Landed Immigrants will be given first consideration.

BUSINESS

McGILL UNIVERSITY - Faculty of Management: Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, Industrial Relations, International Business, Marketing, MIS, Management Science, Managerial Economics, Organizational Behaviour, and Policy. Salary and rank will be commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty and offers B.Com., MBA, and PhD degrees. Apply in writing to Prof. Richard Loulou, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF NEW BRUNSWICK - The Faculty of Business invites applications for four tenure track positions in Financial Accounting, Management/Human Resource Management and Human Resource Management/Industrial Relations. The Faculty has two positions open in Financial Accounting. One of those positions requires competency in accounting Information Systems. The Management/Human Resource Management and Human Resource Management/Industrial Relations' positions are subject to budgetary approval. Rank & salary will be commensurate with qualifications and experience. Qualifications required include the PhD or equivalent. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the positions are filled. Please send C.V. and the names and addresses of three referees to Dr. John Chatykoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, P.O. Box 5050, Saint John, New Brunswick, Canada, E2L 4L5. In accordance with Canadian immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF VICTORIA School of Business, created in 1990, is Canada's newest business school and offers a B.Comm. and an M.B.A. program with majors in Entrepreneurship and Small Business, International Business, and Tourism Management. The School has an enrollment of 700 students in both the B.Comm. and the M.B.A. programs, and the target of 35 faculty. Our newly established and innovative M.B.A. program has a target of 100 students in the steady state. A mandatory cooperative education component is included for all students. Applications are invited for tenure-track positions from candidates with research and teaching interests in one or more of the following areas: Entrepreneurship and Small Business Management; Tourism/Hospitality Management; International Business/Trade (emphasis on Pacific Basin countries); Marketing Strategy/International Marketing; Finance/International Finance; HRM; Business Policy/Strategy. Appointments will take affect on July 1, 1994. Applicants should hold a doctoral degree or be near completion of a doctoral program. Preference will be given to candidates with three to five years of teaching and research experience. Salary levels are very competitive and negotiable, dependent upon qualifications and experience. An excellent benefits package is provided with the University paying all retirement benefits, life insurance, and most health programs. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Interested individuals should forward a resume and the names of three references to: Dr. David Boag, Director, School of Business, P.O. Box 3045, University of Victoria, Victoria, B.C. Canada V8W 3P4; Tel: (604)721-6062; Fax. (604)721-6067.

BUSINESS ADMINISTRATION

UNIVERSITY OF MANITOBA - The Department of Business Administration at the University of Manitoba is seeking qualified candidates for a tenure-track position in Business Policy/Strategic Management at the Assistant Professor rank. Candidates should possess a PhD in Business Policy, or be very close to completion. The position is available beginning July 1, 1994. The Business Policy area is responsible for delivering the undergraduate and MBA capstone courses in Business Policy. As the courses are taught by the case discussion method, applicants must have substantial experience in teaming and/or teaching by this method. The applicant must have a general manager's viewpoint. Preference will be given to those with experience as a general manager. Both teaching and research are integral to the position. The position is subject to budgetary approval. The Department of Business Administration has 23 members in the areas of organizational behaviour, organization theory, human resource management, industrial relations, and business policy. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications (including a resume and the names of three referees) should be received by January 4, 1994 and should be sent to: Dr. Frederick A. Starke, Chair, Search Committee, Department of Business Administration, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V4.

ST. FRANCIS XAVIER UNIVERSITY - The Department of Business Administration at St. Francis Xavier University invites applications for a position at the Assistant Professor or Lecturer level for a one-year term beginning September, 1994. Completed PhD or evidence of near completion is required. Candidates should be able to teach undergraduate courses in Foundations of Management, Organizational Behaviour and Business Policy and elective courses in Human Resource Management, Women in Management, Industrial Relations and New Venture Management. The position is subject to budgetary approval. In compliance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Closing date for applications is February 1, 1994. Applicants should send a curriculum vitae to Dr. Ian Spencer, Chair, Department of Business Administration, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

MOUNT SAINT VINCENT UNIVERSITY - Department of Business Administration. Applications are invited for the following positions: 1. A tenure-track position in finance at the Assistant Professor level beginning July 1, 1994. Salary is based on Mount Saint Vincent University's Collective Agreement and appointment is subject to final budgetary approval. Qualifications: PhD is required. However, applicants with a DBA or ABD in finance with evidence of strong teaching and research potential may be considered. 2. A tenure-track position in management, specifically in labour relations, small business management, business policy and production and operations management, at the Assistant Professor level beginning July 1, 1994. Salary is based on Mount Saint Vincent University's Collective Agreement and appointment is subject to final budgetary approval. Qualifications: PhD is required. However, applicants with DBA or ABD in management with evidence of strong teaching and research potential may be considered. 3. A nine month term position in management at the Lecturer or Assistant Professor level beginning August 16, 1994 and ending May 12,

Concordia University is seeking a Dean, Faculty of Fine Arts

Concordia University is seeking a Dean, Faculty of Fine Arts to take office 1 June, 1994 for a five-year renewable term. The incumbent is not seeking reappointment.

The Dean is the academic leader of a dynamic Faculty of Fine Arts which currently comprises approximately 2,000 undergraduate and 200 graduate students pursuing programmes in the B.F.A, M.A. of Art Education, M.A. of Art Therapy, M.A. of Art History, M.F.A. in Studio Art, Ph.D. in Art Education, Diploma in Advanced Music Performance, Diploma in Art Education, Diploma in Art Therapy, Certificate in Elementary Art Education. In the departments and programmes of Art Education; Art History; Cinema; Contemporary Dance; Design Art; Music; Painting and Drawing; Printmaking and Photography; Sculpture, Ceramics and Fibres; Theatre; Interdisciplinaty Studies and Studio Art, undergraduate and graduate programmes are housed. Research is carried out by a Faculty complement of 104 within the context of departments and programmes.

The ideal candidate will be an individual with national and international academic stature and credibility. In dealing with the external and internal communities, the interpersonal skills of the candidate are vital. The demonstrated ability to administer and manage, the capacity to carry through projects from beginning to end, the ability to communicate in French, excellent negotiating skills and the ability to collaborate effectively are essential.

The Dean must possess scope of vision, boldness and confidence, a commitment to inter- and multi-disciplinary programmes and a clear appreciation of the inter-relationships among the differing disciplines and the ability to reconcile vatying positions within the academic community.

The Dean of the Faculty of Fine Arts is one of five Academic Deans, reporting to the Vice-Rector, Academic. The individual chosen should be able to work easily with a team of senior administrators which includes colleagues, as well as the senior administrators who form the Office of the Rector, sharing information and participating in major policy decisions.

Applications and nominations, including **curriculum vitae and names and addresses of three possible referees** should be sent by December 31, 1993 to Dr. Rose Sheinin, Vice-Rector, Academic, Chair, Advisory Search Committee, Dean of the Faculty of Fine Arts, Concordia University, 7141 Sherbrooke St. West, AD 231, Montréal, Québec, H4B 1R6. (Confidential faesimile number 514-848-8766).

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residenus. Confidentiality of applications and nominations is assured.

L'Université Concordia est à la recherche d'un doyen ou d'une doyenne de la Faculté des beaux-arts

L'Université Concordia est à la recherche d'un doyen ou d'une doyenne de la Faculté des beaux-arts dont le mandat de cinq ans, renouvelable, prendra effet le 1er juin 1994. L'actuel titulaire ne demande pas de renouvellement d'engagement.

Le doyen ou la doyenne est à la tête d'une faculté des beaux-arts dynamique qui comprend quelque 2 000 étudiants et étudiantes de 1er cycle et 200 de 2e et 3e cycles inscrits à des programmes de *BFA, MA of Art Education, MA of Art Therapy, MA of Art History, MFA in Studio Art, PhD in Art Education, Diploma in Advanced Music Performance, Diploma in Art Education, Diploma in Art Therapy,* et *Certificate in Elementary Art Education.* Ces diplômes de 1er, 2e et 3e cycles sont offerts au sein des départements et programmes suivants: enseignement de l'art; histoire de l'art; cinéma; danse contemporaine; art du design; musique; peinture et dessin; art d'impression et photographie; sculpture, céramique et fibres; théâtre; études interdisciplinaires et arts plastiques. Quelque 104 membres du corps professoral effectuent de la recherche dans le cadre de ces départements et programmes.

La personne idéale s'est acquis une solide réputation et une crédibilité dans le milieu de l'enseignement au pays et à l'étranger. Ses fonctions l'amenant à transiger avec la communauté interne et les milieux externes, elle possède d'excellentes aptitudes à la communication. Elle a également fait la preuve de ses capacités d'administration et de gestion, de ses aptitudes à mener des projets à terme et de ses capacités à communiquer en anglais et en français; en outre, elle possède d'excellentes capacités de négociation et une facilité à collaborer à divers niveaux.

Les fonctions supposent une vision à long terme, de l'audace, de l'assurance, le sens de l'interdisciplinarité et de la multidisciplinarité des programmes, un sens aigu des interrelations qui existent entre les différentes disciplines ainsi que la capacité de faire converger des opinions différentes.

Le doyen ou la doyenne de la Faculté des beaux-arts fait partie des cinq doyens qui relèvent de la vice-rectrice à l'enseignement et à la recherche. La personne choisie sera en mesure de faire équipe avec des cadres de haut niveau de l'Université, notamment ses propres collègues et le rectorat. Elle sera appelée à échanger divers renseignements et à prendre part aux décisions majeures en matière de politiques.

Prière d'envoyer, au plus tard le 31 décembre 1993, les offres de service et les mises en candidature ainsi que les **curriculum vitæ et les noms et adresses de trois personnes répondantes** à: Mme Rose Sheinin, vice-rectrice à l'enseignement et à la recherche, présidente du comité consultatif de recrutement du doyen de la Faculté des beaux-arts, Université Concordia, 7141, rue Sherbrooke ouest, AD-231, Montréal (Québec) H4B 1R6. (Numéro de télécopieur confidentiel : 514-848-8766).

L'Université Concordia souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

Conformément aux exigences de l'Immigration canadienne, cette annonce s'adresse aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents. Les candidatures et mises en candidature seront traitées dans la plus stricte confidentialité.

Concordia UNIVERSITY

UNIVERSITÉ Concordia

1995. Salary is based on Mount Saint Vincent University's Collective Agreement and appointment is subject to final budgetary approval. Qualifications: PhD is preferred. Applicants with a DBA or ABD in management with evidence of strong teaching may be considered. Letters of application for these positions along with Curriculum Vitae and the names of three referees should be sent to Prof. Ann MacGillivary, Chair, Business Administration Department, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6. Mount Saint Vincent University is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The deadline for receipt of applications is January 31, 1994.

WILFRID LAURIER UNIVERSITY - Applications are invited for faculty positions in Accounting, Management and Organizational Behaviour, Finance, Marketing, Operations and Decision Sciences, and Policy, commencing 1 July 1994. Untied Term and Visiting Positions are available in all these areas; Tenure Track positions are available in Accounting, Finance, and Marketing. Depending on qualifications and experience, most appointments will be made at the rank of Assistant Professor. All positions are subject to budget approval. The School of Business and Economics emphasizes a balance between teaching and research. Qualifications include PhD or ABD with evidence of strong teaching and research potential. Specific areas of expertise sought for the tenure track positions are auditing, computer auditing and information systems for one position in Accounting; any area of the field for the other position in Accounting; derivative securities and corporate finance for Finance, and services marketing and international marketing for Marketing. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies, welcomes applications from all qualified women and men, and provides a smoke free working environment. Applications accepted until positions are filled. Direct enquiries and applications to: Dr. Robert Ellis, Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - **The Faculty of Business Administration** is seeking tenure-track applications in the areas of International Business, OT/OE/HR, Industrial Relations and Accounting. Occasionally, contractual and visiting positions are available. Exceptional candidates may be hired in other functional areas. Appointments are possible at all ranks. Employment dates are flexible, and salaries are competitive and depend upon qualifications and experience. Tenure-track applicants should hold a doctoral degree in business or be near completion. The Faculty has institutes in the areas of small business and management development. In accordance with Canadian immigration requirements, this advertisement, in the first instance, is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Please send 2 copies of your CV to: Dr. Bill Blake, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF, Canada A1B 3X5; Telephone (709)737-8851; Fax (709)737-2467.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited for tenure-track positions in the areas of (i) accounting and (ii) finance with one position available in each area. Positions are subject to budget approval. Rank is open based on qualifications and experience. Visiting appointment is also possible. PhD or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1994 preferred. Application deadline is February 1, 1994. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. Preference will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence L. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 5V4

CONCORDIA UNIVERSITY - Commerce and Administration. 1. Applications are invited for tenure track positions in the Faculty of Commerce and Administration in the departments of Accountancy, Decision Sciences & MIS (MIS), Finance, Management, Marketing, to start 1 June 1994. Applications are also invited for visiting (limited term) appointments in all departments as well as in the service area of Business Communications. Applications for visiting appointments will be considered for the Winter term. The filling of these positions is subject to budgetary approval. 2. Appointments will be made at the rank of Assistant Professor for tenure track positions, and, depending upon qualifications and experience, from the rank Lecturer to Professor for visiting appointments. 3. Qualifications: 1) for tenure track appointments, a PhD degree in hand or near completion; b) for visiting appointments, a strong research and teaching record, and a PhD or relevant professional qualifications. 4. Salaries are competitive and will be commensurate with qualifications and experience. 5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia university is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things equal, women candidates shall be given priority. 6. Applications for tenure track positions will be accepted until 28 February 1994; applications for visiting and limited term appointments will be accepted until 31 May 1994 or until the vacancies are filled. Please send applications, including a curriculum vitae, a statement of teaching and research interests and the names of three referees to: Dr. Christopher A. Ross, Dean, Faculty of Commerce and Administration, Concordia University, GM 403, 1455 de Maisonneuve Boulevard West, Montreal, Quebec H3G 1M8.

CELTIC STUDIES

SAINT FRANCIS XAVIER UNIVERSITY - The Department of Celtic Studies invites applications for a one-year limited term appointment at the level of lecturer or assistant professor. The position is subject to budgetary constraints and would commence on September 1, 1994. Qualifications: PhD in Celtic Studies preferred, native or near-native knowledge of Scottish Gaelic, teaching experience, publications desirable. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send letter of application, curriculum vitae, and three letters of recommendation to Dr. Kenneth E. Nilsen, Chairman, Department of Celtic Studies, Saint Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. The deadline for receipt of applications will be April 1, 1994.

CHEMISTRY

BISHOP'S UNIVERSITY - Department of Chemistry. Applications are invited for a one-year replacement appointment in Biochemistry, beginning July 1st 1994. A PhD or equivalent qualification is required. The successful candidate should have a strong interest in teaching biochemistry at the undergraduate level. This appointment is expected to be at the Assistant Professor level. Base salary (1993-94) for Assistant Professor is $40,128. A letter of application, together with a curriculum vitae and the names of three referees, should be sent as soon as possible to: Dr. R.S. Sohal, Dean of Natural Sciences and Mathematics, Bishop's University, Lennoxville, Québec J1M 1Z7. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY - The Department of Chemistry at Queen's University invites applications for a non-renewable, full time, two-year appointment at the rank of Assistant Professor starting July 1, 1994. The successful candidate will instruct students at the undergraduate level and will have the opportunity to participate in ongoing research in the Department. Although preference will be given to applicants with qualifications to teach in the area of analytical chemistry, applications from candidates in the areas of physical and inorganic chemistry will be considered. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Applicants should send, by January 30, 1994, a curriculum vitae and the names of three referees to Prof. J.A. Stone, Head, Department of Chemistry, Queen's University, Kingston, Ontario, Canada K7L 3N6; FAX 613-545-6669.

ST. FRANCIS XAVIER UNIVERSITY - The Department of Chemistry at St. Francis Xavier University invites applications for a tenure track position at the Assistant Professor level starting September 1, 1994. Applicants must have a strong academic background and research record in any of the following or related areas: inorganic chemistry; organic spectroscopy; or physical-organic chemistry. As well, applicants must have a strong commitment to, and an outstanding potential for, excellence in teaching and research. The successful candidate will be expected to conduct an active research program and teach at the undergraduate level. The position is subject to budget approval. Applicants should provide a curriculum vitae, a statement of teaching interests and philosophy, a detailed research proposal, and arrange to have three confidential letters of recommendation sent on their behalf to: Dr. J.F. Beck, Chairman, Department of Chemistry, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. Applications will be accepted until **February 1, 1994.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CLASSICS

QUEEN'S UNIVERSITY - Position in Classics. Position: A renewable tenure-track appointment at the rank of Assistant Professor. Qualifications: PhD in Classics; generalist with specialization in either Latin literature or Greek history. Evidence of experience in teaching Classical Civilization courses would be an asset. Duties: Teaching undergraduate courses in Classical Civilization, Latin and Greek, and eventually graduate courses in the area of specialization. Salary: Commensurate with rank and experience. Appointment Date: July 1, 1994. Closing Date: February 1, 1994. Letters of application together with curriculum vitae, copies of publications, and three letters of reference should be sent to: Dr. R.S. Kilpatrick, Head, Department of Classics, Queen's University, Kingston, Ontario, K7L 3N6; Telephone: (613)545-2745; FAX: (613)545-6300. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program which welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Queen's University is willing to help the spouse of a new appointee to find suitable employment.

UNIVERSITY OF ALBERTA - The Department of Classics, invites applications for two 8-month appointments at the Sessional Instructor level for the academic year beginning 1 September, 1994 (subject to funding) (Salary Range: $33,692-$48,116 per annum). A PhD, to be completed on or before commencement of appointment, and successful teaching experience are required. The successful applicants will teach undergraduate courses in Greek, Latin, Classics in Translation or Roman History. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a covering letter, curriculum vitae, unofficial transcripts, and the names of three referees who are sending letters in support of your candidacies should be sent by February 15, 1994 to: The Chair, Department of Classics, University of Alberta, Edmonton, Alberta T6G 2E5. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

CLINICAL STUDIES

UNIVERSITY OF GUELPH - Ontario Veterinary College. The Department of Clinical Studies, University of Guelph, is soliciting applications for a probationary tenure track position in Veterinary Anesthesiology at the rank of Assistant Professor commencing July 1, 1994. Applicants must have a D.V.M. or equivalent degree and must be licensed or eligible for licensure to practice in the Province of Ontario. Applicants must be Board eligible if not board certified, by the American College of Veterinary Anesthesiology. Preference will be given to candidates with an advanced degree, demonstrated research capability and at least 2 years post-residency teaching experience. The prime responsibilities of the position involve: 21 weeks per year of teaching/service in the Veterinary Teaching Hospital teaching large and small animal anesthesia at the undergraduate and graduate level with an opportunity to instruct in a small animal intensive care unit; 11 weeks of didactic teaching and 16 weeks of professional development. Review of applications will begin February 16, 1994 and continue to be accepted until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Send letters of application, curriculum vitae, and three references to: Walter B. Gleen, PhD, Professor and Director, School of Human Communication Disorders, Dalhousie University, Halifax, Nova Scotia B3H 1R2; (902)494-7052; (902)494-5151 FAX.

DALHOUSIE UNIVERSITY - School of Human Communication Disorders, Faculty Position in Speech-Language Pathology. Applications are invited for a probationary Tenure Track position in Speech Language Pathology at the Assistant Professor level. The position involves the areas of child language disorders and augmentative communication. Primary responsibilities include teaching one graduate level course per semester, supervision of student research and the development of a program of ongoing research. Qualifications: completion of the doctorate degree. Previous teaching/research experience would be an asset. This is a 12 month appointment with no summer teaching duties. Salary is competitive and dependent upon experience and qualifications. Starting date: 1 July 1994, subject to budget approval. Review of applications will begin February 15, 1994 and continue until the position is filled. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Send letters of application, curriculum vitae, and three references to: Walter B. Gleen, PhD, Professor and Director, School of Human Communication Disorders, Dalhousie University, Halifax, Nova Scotia B3H 1R2; (902)494-7052; (902)494-5151 FAX.

COMMUNICATION DISORDERS

DALHOUSIE UNIVERSITY - School of Human Communication Disorders, Faculty Position in Audiology. Applications are invited for a full-time probationary tenure track position in Audiology at the Assistant Professor level. Responsibilities include (1) graduate level teaching in area of specialization as well as some shared responsibility in the audiometry area, (2) research in areas of specialization, (3) student research supervision and (4) university services. Qualifications include the PhD degree with a preference being given to persons with university experience. Salary is competitive and dependent upon experience and qualifications. Starting date is 1 July 1994, subject to budget approval, or later by agreement. Review of applications will begin February 16, 1994 and continue to be accepted until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Send letters of application, curriculum vitae, and three references to: Walter B. Gleen, PhD, Professor and Director, School of Human Communication Disorders, Dalhousie University, Halifax, Nova Scotia B3H 1R2; (902)494-7052; (902)494-5151 FAX.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY - Department of Communication Studies. Areas: Social, cultural, aesthetic, historical analysis of Canadian film and television practices, industries, policies; Documentary and/or fiction video production courses in film and/or television will be considered an asset. Concordia is committed to fostering inclusivity in its curriculum; we would encourage applications by scholars whose research and teaching engages with questions of gender, racial and/or ethnic diversity. Rank: Assistant Professor. Term of Appointment: Tenure Track, beginning August 1, 1994. Salary: in accordance with the collective agreement. Qualifications: PhD in hand. Related teaching experience and research/professional portfolio essential. In addition, a working knowledge of French is essential. Principal Responsibilities: To teach and supervise students at the B.A., Diploma, M.A., and PhD levels. Closing Date for Applications: Jan. 31, 1994. Send letter of interest, curriculum vitae, and three letters of reference to: William O. Gilsdorf, Chair, Department Personnel Committee, Communication Studies, BR-111, 7141 Sherbrooke St. W., Montreal, Quebec H4B 1R6. In accordance with Canadian Immigration requirements this advertisement is directed to all Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

UNIVERSITY OF WINDSOR - Communication Studies. Applications are invited for a tenure-track appointment at the Assistant Professor level effective July 1, 1994 in communication studies with a primary emphasis in the area of communication and telecommunication policy, especially in Canada. Applicants should be able to apply a variety of social and political theories to the study of communication policy formation. They should also have the ability to teach in one or more of the following areas: impact of new technologies, and international communication systems and policy. Candidates must possess a PhD in communication studies or related equivalent academic credentials, with evidence of scholarly publication or promise. It is highly desirable that they have practical experience in regulation, policy analysis and policy formation within the Canadian context. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Consideration of applications will commence February 1, 1994. This position is subject to final budgetary approval. Please submit a letter of application together with a curriculum vitae and the names of three referees to: Professor Mary Gold, Head, Department of Communication Studies, University of Windsor, Windsor, Ontario N9B 3P4.

COMPUTER SCIENCE

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Mathematics, Statistics and Computer Science. Applications are invited for a nine-month term appointment in Computer Science at the lecturer level beginning September 1, 1994. Candidates should have a least a Master's degree in Computer Science with teaching experience in the areas of data management and programming languages. Responsibilities include teaching at the undergraduate level. Salary is commensurate with qualifications and experience. The availability of the position is subject to budget approval. Applications, including a curriculum vitae and the names of three referees, should be received no later than January 31, 1994 by Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Mathematics, Statistics and Computer Science. Applications are invited for a tenure track position in Computer Science at the rank of Assistant Professor beginning July 1, 1994. Candidates should have a PhD degree in Computer Science or be nearing completion of this degree along with strong potential in teaching and research. The department

University Librarian

University of Windsor

UNIVERSITY OF WINDSOR

The University of Windsor is seeking a University Librarian. A medium-sized university with a solid reputation in teaching, research, and scholarship, and with programs leading to the bachelors, masters and doctoral degrees, the University of Windsor is situated on a compact and attractive campus, and has 11,000 full-time students, 5,000 part-time students, 500 faculty and 800 staff.

The University's Leddy Library, which is a member of CARL, serves the Faculties of Arts, Business Administration, Education, Engineering, Graduate Studies and Research, Human Kinetics, Science and Social Science, as well as a number of professional schools and research institutes. The collection contains in excess of one and a half million volumes. The library currently uses the NOTIS Library Management System, which is connected to the campus-wide network via the Ethernet backbone.

Reporting to the Vice-President, Academic, the University Librarian is responsible for a staff of 90, including 25 professional librarians, and for the overall administration and policy coordination of all activities within the library. The University Librarian must have the ability to communicate a vision for the future, and be capable of providing leadership to a highly committed library staff.

The successful candidate will have proven senior-level management and administrative experience and exhibit a commitment to academic excellence and scholarship. She/he should have a demonstrated ability to work constructively with library staff, students, faculty and the University administration. A strong academic background and a professional degree from an accredited library school are required.

The appointment is expected to commence July 1, 1994. The University of Windsor is committed to employment and education equity and welcomes applications from aboriginal peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents of Canada. Consideration of applications will begin January 17, 1994. Please direct inquiries in confidence to the address shown at left.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax: (905) 634-1882

St. Thomas University

Assistant professor tenure-track position in psychology

The department of psychology at St. Thomas University invites applications for a tenure-track position for the 1994-1995 academic year, at the rank of assistant professor (subject to budgetary approval). St. Thomas University is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The successful candidate will be expected to be able to teach a variety of undergraduate psychology courses, with teaching and research excellence in one or more of the following areas: life-span developmental psychology, psychology of aging, applied psychology (preferable I/O, health, or environmental), developmental psychology (preferably childhood and adolescence), learning, psychology of women, research design and statistics.

A PhD degree, or imminent completion, is required. Applicants are asked to submit a *curriculum vitae* and evidence of teaching effectiveness (teaching portfolio preferred) and to arrange to have three letters of reference sent directly to Dr. Douglas Vipond, Acting Chair, Psychology Department, St. Thomas University, Fredericton, NB E3B 5G3 (fax: 506-450-9615).

Closing date: January 31, 1994 or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

has strengths in the areas of parallel computing and programming languages and in numerical analysis. Preference will be given to those with expertise in information systems, numerical analysis, algorithm design or software engineering. Responsibilities include teaching and research. Salary is commensurate with qualifications and experience. The availability of the position is subject to budgetary approval. Applications, including a curriculum vitae and the names of three referees, should be received no later than January 31, 1994 by Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering. The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

YORK UNIVERSITY. Faculty of Pure and Applied Science. Department of Computer Science. Tenure-track and limited-term faculty positions at the assistant professor level. The Department has express interests in recruiting faculty members in the areas of computer systems, software systems, computer networks and programming languages; outstanding applicants in other areas of computer science are encouraged to apply, as well. Applicants should have a PhD in Computer Science and demonstrate a clear potential for excellence in research and teaching, both date for applications is February 28, 1994 or until position is filled. The University of Regina is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA - The Department of Economics invites applications for two positions: one tenure stream and one term position at the Lecturer/Assistant Professor level. These appointments, which are subject to budgetary approval, will commence on July 1, 1994. Applicants from all fields will be considered. Teaching and research interest in the fields of Canadian economic history, development and international trade will be an asset. Applicants must have a PhD (or near completion). Applicants should send their curriculum vitae and transcript, and arrange for the forwarding of three letters of reference to: Professor D. de Vlieger, Dean of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date for applications is February 28, 1994 or until position is filled. The University of Regina is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO - Assistant Professors of Economics - positions subject to budgetary approval. Tenure Stream Appointments. White appointments may be made in any field, field preferences include Economic Theory, Econometrics, Industrial Organization, International Economics, Public Economics/Environment, Labour Economics, and Quantitative History. PhD degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization required. Appointments effective July 1, 1994; salaries commensurate with qualifications. Interested candidates should write by January 17, 1994, providing a Curriculum Vitae and the names of three referees to: G.J. Anderson, Chair, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 1A1 Canada. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO - Department of Computer Science. The University of Waterloo invites applications for a tenure-track faculty position in Computer Science, specialising in distributed systems. The successful applicant is expected to become an active contributor to ongoing work in distributed systems, which includes distributed debugging, network and system management, programming-language issues in distributed systems, and system software for high-speed networks. A PhD in Computer Science or equivalent is required, with evidence of outstanding research accomplishments or potential. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. The Department of Computer Science comprises over 40 full-time faculty members engaged in research and teaching covering a broad spectrum. The Department and its extensive research faboralories are housed in the William G. Davis Computer Research Centre, centrally situated on campus. The Department is a key participant in ITRC: Information Technology Research Centre (a Centre of Excellence funded by the government of the Province of Ontario) that supports basic and applied research in information technology. Applications should include a curriculum vitae and the names of three referees and should be directed to the chair: Professor Frank Tompa, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; twtompa@uwaterloo.ca. The position commences September 1, 1994 and applications will be accepted until February 15, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ECONOMICS

YORK UNIVERSITY. Faculty of Arts. Department of Economics. Tenure-track position(s) at the assistant professor or lecturer level, subject to authorization and budgetary approval of the University. Rank and salary commensurate with qualifications and experience. All candidates should have a PhD degree (or expected in 1994), and to show potential of becoming recognized scholars and good teachers. Duties include: teaching at undergraduate and graduate levels, and a program of productive research. Outstanding candidates in all fields are encouraged to apply. We are especially interested in candidates with a demonstrated strength in applied econometrics. Applications with CV and a research paper should be sent to: Prof. George Fallis, Chair, Department of Economics, Faculty of Arts, York University, North York, Ontario M3J 1P3. Candidates should arranga for three letters of reference to be sent directly to the Chair. Closing date for applications is January 30, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Department of Economics. Contractually limited positions(s) at the assistant professor or lecturer level, subject to authorization and budgetary approval by the University. Rank and salary commensurate with qualifications and experience. Candidate should have a PhD degree (or expected in 1994), and to show potential of becoming recognized scholars and good teachers. Duties include: teaching at undergraduate and graduate levels, and a program of productive research. Outstanding candidates in all fields are encouraged to apply. We are especially interested in candidates with a demonstrated strength in applied econometrics. Applications with CV and a research paper should be sent to: Prof. George Fallis, Chair, Department of Economics, Faculty of Arts, York University, North York, Ontario M3J 1P3. Candidates should arrange for three letters of reference to be sent directly to the Chair. Closing date for applications is January 15, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Department of Economics. Contractually limited positions(s) at the assistant professor or lecturer level, subject to authorization and budgetary approval by the University. Rank and salary commensurate with qualifications and experience. Candidate should have a PhD degree (or expected in 1994), and to show potential of becoming recognized scholars and good teachers. Duties include: teaching at undergraduate and graduate levels, and a program of productive research. Outstanding candidates in all fields are encouraged to apply. We are especially interested in candidates with a demonstrated strength in applied econometrics. Preference will be given to those with expertise in information systems, numerical analysis, algorithm design or software engineering. Responsibilities include teaching and research. Salary is commensurate with qualifications and experience. The availability of the position is subject to budgetary approval. Applications, including a curriculum vitae and the names of three referees, should be received no later than January 31, 1994 by Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering. The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF REGINA - The Department of Economics invites applications for two positions: one tenure stream and one term position at the Lecturer/Assistant Professor level. These appointments, which are subject to budgetary approval, will commence on July 1, 1994. Applicants from all fields will be considered. Teaching and research interest in the fields of Canadian economic history, development and international trade will be an asset. Applicants must have a PhD (or near completion). Applicants should send their curriculum vitae and transcript, and arrange for the forwarding of three letters of reference to: Professor D. de Vlieger, Dean of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date for applications is February 28, 1994 or until position is filled. The University of Regina is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO - Assistant Professors of Economics - positions subject to budgetary approval. Tenure Stream Appointments. White appointments may be made in any field, field preferences include Economic Theory, Econometrics, Industrial Organization, International Economics, Public Economics/Environment, Labour Economics, and Quantitative History. PhD degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization required. Appointments effective July 1, 1994; salaries commensurate with qualifications. Interested candidates should write by January 17, 1994, providing a Curriculum Vitae and the names of three referees to: G.J. Anderson, Chair, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 1A1 Canada. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

DALHOUSIE UNIVERSITY, Department of Economics. Applications are invited for two probationary tenure-track appointments at the Assistant Professor level commencing on September 1, 1994. Candidates should have a PhD, or be close to completing their doctoral degree. While all fields of specialization will be considered, strong preference will be given to macroeconomic Theory, combined with Monetary Economics and/or Applied Econometrics. The position will require teaching at the undergraduate level, teaching and thesis supervison at the graduate level, and a strong commitment to research and publication. Complete application, include a curriculum vitae, three letters of reference, any relevant research papers and teaching evaluations should be sent by January 15, 1994 to: Chair, Staffing Committee, Department of Economics, Dalhousie University, Halifax, Nova Scotia B3H 3J5. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

THE UNIVERSITY OF WINNIPEG - The Department of Economics. The University of Winnipeg, invites applications from qualified women and men for a probationary tenure track position (subject to budgetary approval). This appointment is effective July 1 or September 1, 1994. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and to research. The department invites applications from all fields, but is particularly interested in individuals with a strong background in Macroeconomics. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. Interested candidates should, by January 15, 1994, send a curriculum vitae, including three letters of reference, a sample of research to: Professor H. Grant, Department of Economics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9. Fax: 204-786-1824; Tel: 204-786-9856.

UNIVERSITY OF WINDSOR - Department of Economics. Applications are invited for two positions (1) a tenure-track position and (2) a two-year limited term position, at the rank of Assistant Professor effective July 1, 1994. A PhD or indication of imminent completion is required. Demonstrated or clear promise of excellence in teaching and research is essential. The Department is seeking candidates with strong theoretical foundations. Preference will be given to those who specialize in Macroeconomics, Economic Theory or Econometrics. Consideration of applications will begin on January 15, 1994. These positions are subject to final budgetary approval. In accordance with Canadian immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. Applicants should forward C.V., names of referees, samples of research papers or sections of dissertation and teaching evaluations if available to: Dr. R.A. Meng, Acting Head, Department of Economics, University of Windsor, Windsor, Ontario N9B 3P4; Telephone: (519)253-4232 Ext. 2368; FAX: (519)973-7096.

UNIVERSITY OF SASKATCHEWAN - Department of Economics. Assistant Professor of Economics. One tenurable position is available and fields of specialization will be considered. Candidates should have the PhD in hand or firmly expected by July 1994, and show promise in research and teaching. Appointment is effective 1 July 1994; salary is commensurate with qualifications. Interested candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to: Professor R.F. Lucas, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. This position has been cleared for advertising at the two-her level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. Applications close when the position is filled, but in any case not before 31 January 1994. The University of Saskatchewan is committed to the principles of employment equity. Woman candidates, candidates of Aboriginal descent, and candidates from other minority groups are especially encouraged to apply.

EDUCATION

UNIVERSITY OF ALBERTA - The Department of Elementary Education, Faculty of Education, University of Alberta, is seeking an Instructor for Intersession 1994 to teach one six-credit graduate course - ED EL 598: Curriculum Change and Teacher Reflection, as part of an intensive Summer Institute on Reflective Practice co-sponsored by the Departments of Educational Administration and Elementary Education. The institute will be taught from June 22, 1994. Instructors will be required to participate in a range of small group and large group activities as part of the Summer Institute. Qualifications should include: 1) understanding diverse views of knowledge, society, and how children and teachers learn; 2) understanding of the ways in which teacher reflection and teacher thought processes influence curriculum development and change; 3) ability to relate items #1 and #2 to teachers' and administrators' current work in schools; 4) understanding of the theory and research in teacher education, curriculum theory, and teacher reflection; 5) ability to help students reflect on their own instructional practices; 6) experience with and knowledge of research in teacher learning, teacher education and curriculum; 7) a PhD and relevant teaching experience with graduate students; 8) experience in working in collaborative settings with other faculty and graduate students; 9) an established research and publication record in: teacher reflection, curriculum research, the interconnections between teacher reflection, school structure and curriculum change. Salary at the professor level is $6500. Closing date for accepting applications is December 31, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to: Dr. Robert W. Jackson, Department of Elementary Education, Faculty of Education, 551 Education South, University of Alberta, Edmonton, AB T6G 2G5. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visual minorities and women. This position is subject to available funding.

INSTITUT D'ÉTUDES PÉDAGOGIQUES DE L'ONTARIO - Directeur/directrice - Centre de recherche en éducation du Nouvel-Ontario (CRENO). Les personnes intéressées sont invitées à poser leur candidature à la direction du Centre de recherche en éducation du Nouvel-Ontario (CRENO), à Sudbury. Il s'agit d'un poste de professeur(e) de carrière à l'IEPO et il le niveau et le rang seront déterminés en fonction des qualifications et de l'expérience. Les programmes du Centre sont avant tout axés sur les changements dans le milieu de l'éducation, avec concentration sur les questions relatives à l'éducation franco-ontarienne dans le Nord de l'Ontario. On poursuivra cet objectif par l'application coopérative des procédures, sélectionnées parmi les recherches sur le terrain, pour exécuter les travaux identifiés par des professionnels de l'éducation. Cette stratégie de changements planifiés comportera trois étapes: détermination des points forts des programmes d'études; élaborer des programmes d'études qui reflètent ces points forts; et mettre en pratique ces programmes d'études. On poursuivra cet objectif par l'application coopérative des procédures, sélectionnées parmi les recherches sur le terrain, pour exécuter les travaux identifiés par des professionnels de l'éducation, conformément à la théorie et à la pratique de l'éducation des adultes franco-ontariens. Il est essentiel de posséder parfaitement le français et l'anglais. Le candidat ou la candidate doit posséder déjà un diplôme d'études pédagogiques de l'Ontario, 252, rue Bloor Ouest, Toronto (Ontario) M5S 1V6. L'IEPO s'est engagé à respecter les principes de l'équité d'emploi et invite les personnes qui appartiennent à des groupes défavorisés tels que les femmes, les membres des minorités visibles, les personnes handicapées et les autochtones, à poser leur candidature. Le Bureau des affaires devra approuver la nomination de la personne désignée.

ONTARIO INSTITUTE FOR STUDIES IN EDUCATION - Head - Centre de Recherche en Education du Nouvel-Ontario (CRENO). Applications are invited for the headship of the OISE Centre de Recherche en Education (CRENO), based in Sudbury. This is a tenure track faculty position within OISE, level and rank to be determined on the basis of qualifications and experience. The Centre's programs are strongly oriented toward planned educational change, focusing on Franco-Ontarian educational issues in Northern Ontario. This goal is pursued by the cooperative application of procedures, culled from successful field work, for performing practitioner-identified tasks within three main phases of a planned change strategy: clarifying curricular emphases; developing curricula which reflect these emphases; and implementing these curricula. The successful applicant will have experience developing practical educational improvement procedures from theory and practice within Franco-Ontarian educational settings. Fluency in English and French is essential. The applicant will be expected to have prior experience in French and English language graduate teaching programs. A doctorate in a relevant field and prior successful experience in professional development activities for francophone practitioners at several levels of the educational system are highly desirable. The successful candidate must be able to establish and maintain productive working relationships with both French and English speaking educators in the region. The incumbent is expected to pursue research and scholarly and professional writing bearing on planned educational improvement. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The appointment will be effective July 1, 1994. Applications, including an up-to-date curriculum vitae and the names of three or more referees must be submitted by January 31, 1994 to: Dr. Angela Hildyard, Office of the Field Services and Research, Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1V6. OISE is committed to principles of equity in employment and encourages applications from disadvantaged groups (women, visible minorities, persons with disabilities and members of Canada's First Nations). Appointment subject to final Board approval.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Administrative, Adult and Higher Education at the University of British Columbia, invites applications for a full-time, tenure track academic appointment in educational administration at the Assistant Professor level. The appointment will become effective July 01, 1994 and will be subject to final budgetary approval. The Faculty offers programs leading to PhD, Ed.D., M.A. and M.Ed. degrees, the Diploma in Education, and the B.Ed. degree with teacher certification. All applicants should have a doctoral degree, evidence of research competence, a well-defined research program and teaching experience. The successful applicant will have an earned doctorate and expertise in the broad areas of leadership and governance in school systems. He or she will be able to make contributions through teaching, research and the supervision of graduate students. The selection committee will be seeking evidence of an active research agenda and demonstrated ability to interact with field personnel. It is also desirable that

CALL FOR APPLICATIONS

1994 ACUNS/ASIL Summer Workshop on International Organization Studies

Brown University, July 13-29, 1994

Internal Conflict and the World Community: Self-Determination, Security, and Human Rights

Issues to be Addressed

- Reconciling norms of state sovereignty and territorial integrity with breakdown in governance, demands for self-determination, and other change from sub-national groups;
- The UN record of involvement in internal conflicts in cases such as the former Yugoslavia, Somalia, Cambodia, Haiti, El Salvador and elsewhere; and
- Comparing the UN to other IGOs, especially regional organizations, in coping with these situations.

Participants

The selection committee encourages applications from younger legal and academic scholars and specialists in fields such as human rights and humanitarian action who are concerned with the legal and political requirements of international cooperation.

Application Process

For further information, please contact the Academic Council on the UN System Brown University, Campus Box 1983, Providence, RI

DIRECTOR, INSTITUTE OF WOMEN'S STUDIES

Applications are invited for the position of Director of the Institute of Women's Studies at Queen's University

Queen's University at Kingston invites applications from outstanding scholars for a tenure-stream appointment as Director of the newly established Institute of Women's Studies. If appropriate, the appointment could take the form of Co-Directors, with two individuals sharing one position. The Director or Co-Directors may hold a cross appointment with an academic department at a senior rank within the Faculty of Arts and Science. Candidates must have an exceptional record in feminist teaching and scholarship as well as administrative expertise in a traditional or nontraditional setting. Starting date is July 1, 1994 (or as negotiated).

Women's Studies at Queen's was first established in 1986 and the programme now offers five core and 31 cross-listed full and half courses in a range of Departments across five different faculties. Undergraduate students may take a minor or medial concentration in Women's Studies, or opt for a Special Field Concentration in the four-year Bachelor of Arts (Honours) programme.

The Institute of Women's Studies was officially approved in the spring of 1993. Key responsibilities of the Director or Co-Directors will include working with the newly created Board of Women's Studies and with women in both academic and non-academic communities to launch, develop and strengthen the Institute. As the internal administrative structure is highly decentralized, the Director or Co-Directors will interact directly with several multidisciplinary subcommittees. Responsibilities will include teaching and research as well as community outreach. An immediate and allied opportunity will be to participate in the recruitment of a renewable junior level position already allocated to the Institute.

Salary and rank will be commensurate with experience and qualifications. The closing date for applications is **January 31, 1994.** Applications should be accompanied by a curriculum vitae and the names of three referees.

Applications should be sent to:

Dr. Laureen Snider, Chair
Advisory Committee for the Director of the Institute of Women's Studies
Faculty of Arts and Science
Queen's University
Kingston, Ontario K7L 3N6

Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities, and visible minorities. The University is willing to help the partner of a new appointee to seek suitable employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

individuals show an interest in working across the traditionally defined boundaries of the elementary/secondary, post-secondary and non-formal education sectors. Salary to $50,000. Appointment may be considered at a higher rank for a woman with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is December 31, 1993. Letters of application, curriculum vitae, the names, addresses and phone/FAX numbers of three referees, together with a statement of research interests and one published article (if available) should be sent to Dr. Graham Kelsey, Acting Head, Department of Administrative, Adult and Higher Education, Faculty of Education, University of British Columbia, Vancouver, B.C., V6T 1Z4.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Administrative, Adult and Higher Education at the University of British Columbia, invites applications for a full-time, tenure track academic appointment in post-secondary or higher education at the Assistant Professor level. The appointment will become effective July 01, 1994 and will be subject to final budgetary approval. This is a readvertising of the position which was not filled last year due to fiscal constraints. Individuals whose applications for last years position are on file with the Department will be reconsidered and need not submit a new application. The Faculty offers programs leading to PhD, Ed.D., M.A. and M.Ed. degrees, the Diploma in Education, and the B.Ed. degree with teacher certification. All applicants should have a doctoral degree, evidence of research competence, a well-defined research program and teaching experience. The successful applicant will have an earned doctorate and expertise in the broad area of higher education with a strong interest in the study of organization and governance, particularly at the university level, and/or economic aspects of post-secondary education. S/He will be able to make contributions through teaching, research and supervision of graduate students with a variety of backgrounds and interests in the field of higher education. It is also desirable that individuals show an interest in working across the traditionally defined boundaries of the elementary/secondary, post-secondary and non-formal education sectors. Salary to $50,000. Appointment may be considered at a higher rank for a women with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is December 31, 1993. Letters of application, curriculum vitae, the names, addresses and phone/FAX numbers of three referees, together with a statement of research interests and one published article (if available) should be sent to Dr. Graham Kelsey, Acting Head, Department of Administrative, Adult and Higher Education, Faculty of Education, University of British Columbia, Vancouver, B.C., V6T 1Z4

BISHOP'S UNIVERSITY - Graduate School of Education seeks applications for a Tenure-Track Faculty Position. The Graduate School of Education uses an integrated team approach for offering quality, pre-service and in-service teacher training. To complement this team, we seek an individual who is highly committed to training professional educators for a new age. While we are primarily interested in candidates with a wide variety of educational experiences, candidates are expected to complement the team with an expertise in educational psychology (emphasis on inclusionary education), and one or more of the following: History of Education, Philosophy of Education, Methods courses in one or more subjects. Duties include supervision of practice teaching, representing the School on internal and external committees, membership on the Admissions Committee fo the programs and supervision of Masters Theses. The ideal candidate will have a PhD (or near completion), teaching experience at the elementary and/or secondary levels and university teaching experience. Working knowledge of French and knowledge of the Quebec educational milieu will be considered assets. The appointment will be made at the Assistant Professor level. Interested candidates should send their application with a curriculum vitae, and arranga for three referances to be sent directly to: Dr. W.D. VanBalkom, Chair, Graduate School of Education, Bishop's University, Lennoxville, Que. J1M 1Z7. Closing date: January 21, 1994. Appointment date: July 1st, 1994.

UNIVERSITY OF NEW BRUNSWICK - The Faculty of Education of the University of New Brunswick invites applications for a tenure-track position in second language education at the level of Assistant or Associate Professor commencing July 1, 1994. Applicants should possess a PhD, Ed.D. or equivalent combination of qualifications and experience, have a strong background in second language education and research, and be qualified to teach and supervise undergraduate and graduate students in French and English. School-based experience will be considered an important asset. In addition, applicants should show some evidence of leadership abilities, of experience in project management and of ability to contribute to the overall Faculty. Applications should contain: 1) a curriculum vitae; 2) a portfolio of representative accomplishments; and 3) a statement concerning the applicant's approach to teaching, research, scholarly activity, and service to the university and educational community as a whole. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principles of employment equity. This position is subject to final budgetary approval. Applications should be sent to the attention of Lavarne Smith, Dean, Faculty of Education, University of New Brunswick, Fredericton, NB E3B 6E3 by January 31, 1994.

THE UNIVERSITY OF WINNIPEG - The Bachelor of Education Program at The University of Winnipeg invites applications for a tenure-stream position at the assistant or associate professor level (salary commensurate with qualifications and experience). Subject to budgetary approval, this appointment will be effective September 1, 1994. Candidates must possess expertise in one or more of the following areas as they apply to the elementary, middle and/or senior years levels: the teaching of reading, the teaching of writing and the teaching of oral/aural skills. Special consideration will also be given to candidates with expertise in pedagogy and teacher education program development. Applicants should hold a PhD and have relevant teaching experience and publications. Teaching experience on the secondary or secondary level as well as at university level is an asset. Duties will include teaching undergraduates in the B.Ed program, working with practioners and maintaining an active research program. Applications, including a curriculum vitae and the names of three referees, should be forwarded to: Dr. Annabelle Mays, Associate Dean of Arts and Science, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Closing date for applications is February 1, 1994

MOUNT SAINT VINCENT UNIVERSITY - Department of Education. Applications are invited for a half-time tenure-track position in Literacy Education at the rank of Assistant Professor in the Department of Education beginning July 1, 1994. Salary is based on Mount Saint Vincent University's Collective Agreement and appointment is subject to final budgetary approval. Preference will be given to candidates holding an earned doctorate with a concentration in literacy education including one or more of the following areas: media literacy, adult literacy, critical literacy, elementary language arts, feminist inquiry, qualitative inquiry). Additional strengths in one or more of the following areas are also highly desirable: elementary mathematics, elementary science, elementary social studies, educational foundations. All candidates must have a record of successful teaching experience. Letters of application with Curriculum Vitae and the names of three referees should be sent to Dr. Allan Neilsen, Co-chair, Department of Education, Mount Saint Vincent University, Halifax Nova Scotia B3M 2J6. Mount Saint Vincent University is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for applications is February 15, 1994.

MOUNT SAINT VINCENT UNIVERSITY - Department of Education. Applications are invited for a tenure track position in School and Educational Psychology at the Assistant Professor level beginning July 1, 1994. Salary is based on Mount Saint Vincent University's Collective Agreement and appointment is subject to final budgetary approval. Applicants should have a PhD and must be eligible for registration as a psychologist in the Province of Nova Scotia. Applicants should also have interests and teaching experience in counselling psychology and ons other area, preferably the teaching of learners with exceptionalities. The successful applicant wil be required to teach at the graduate level, particularly in the graduate school psychology and educational psychology programs as well as in the B.Ed. program, support graduate student research, supervise graduate practica, supervise student teachers and undertake research. Applications for this position along with a Curriculum Vitae and the names of three referees should be sent to: Drs. Blye Frank and Allan Neilsen, Co-Chairs, Department of Education, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6. Mount Saint Vincent University is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of applications is January 31, 1994.

ENGINEERING

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Chemical Engineering invites applications for a tenure track appointment at the Assistant Professor level. Applicants should have a PhD in Chemical Engineering or in a closely related field with a strong commitment to teaching of process control and other core areas of Chemical Engineering. The successful candidate is expected to initiate vigorous and creative research program in process control. The department is particularly interested in candidates whose research can be applied to the pulp and paper industry and would qualify for the position of Junior Chair of the NSERC-PAPRICAN Industrial Research Chair in Process Control in the Pulp and Paper Industry. U.B.C. welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be submitted by January 31, 1994, and include a curriculum vitae, a short statement of research and teaching interests, and names of three references to: Dr. A.P. Watkinson, Head, Department of Chemical Engineering, The University of British Columbia, 2216 Main Mall, Vancouver, B.C. V6T 1Z4 Canada.

THE UNIVERSITY OF MANITOBA - Faculty Position. The Department of Electrical and Computer Engineering at the University of Manitoba is accepting applications for a tenure-track position in Computer Engineering at the rank of Assistant Professor effective July 1, 1994. Duties include undergraduate and graduate teaching, significant research activities, graduate thesis supervision and some committee duties. The Department offers two B.Sc. degree programs in Electrical Engineering and Computer Engineering, with typical yearly intakes of 80 and 40 students, respectively, in these four-year programs. It has a typical enrolment of 140 graduate students and four M.Eng., M.Sc. and PhD degrees. There are twenty-seven (27) full-time faculty members and fourtden (14) adjunct professors. The candidates must have a doctorate in Computer/Electricel Engineering, or Computer Science, as well as a genuine interest in teaching and a demonstrated research record primarily in software engineering and in network communications. The applicants should enclose their three most prominent publications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. The position is subject to final budgetary authorization. Resumes should be addressed to: Department Head, Electrical and Computer Engineering Department, The University of Manitoba, 15 Gillson Street, Winnipeg, Manitoba, R3T 5V6. Closing date for receipt of applications is February 25, 1994.

CENTRE FOR FRONTIER ENGINEERING RESEARCH - Civil Engineering, Research Associate. An opening exists for a one year NSERC-funded research associate position in the area of structural reliability. The position may involve research work on other projects in risk analysis and engineering systems. Depending on funding and performance, the position may be extended or turned into full time. Research experience in structural reliability or related area is required, and a post graduate degree is preferable. Salary and benefits will be commensurate with qualifications and experience. Please send resume to: M.A. Nessim, Manager, Engineering Systems Technology, Centre for Frontier Engineering Research, 200 Karl Clark Rd, Edmonton, Alberta, T6N 1E2.

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Metals and Materials Engineering of the Faculty of Applied Science, The University of British Columbia, invites applications for the post of Assistant Professor in Metals and Materials Engineering. This is a tenure track position, with an initial three year term, and requires that the successful applicant participate in undergraduate and graduate level teaching and conduct an independent research program. The position is subject to budgetary approval. Applicants should have a PhD in Metallurgical/Materials Engineering, or other relevant disciplines, with a strong background in corrosion, fracture, solidification, welding or other areas of materials processing. The successful applicant is expected to take external funding and develop new areas for metals and materials research. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The starting date is July 1, 1994. Applications, including a curriculum vitae and references, should be sent by January 15, 1994 to: Dr. T.R. Meadowcroft, Head, Department of Metals and Materials Engineering, The University of British Columbia, 309 - 6350 Stores Road, Vancouver, B.C. V6T 1Z4 Canada.

THE UNIVERSITY OF BRITISH COLUMBIA - Computer Engineering. The Department of Electrical Engineering. The University of British Columbia, invites applications for a tenure-track Assistant Professor appointment in Computer Engineering. Of primary interest is software engineering (including its application to related applications) or hard-ware/software co-design of microelectronic-based systems and circuits. Outstanding applicants in other areas which support computer engineering also will be considered. A PhD is required. Industrial and/or teaching experience is desirable. The successful applicant will be expected to pursue research vigorously, and to teach effectively at the graduate and undergraduate levels. Departmental facilities are extensive and include approximately 200 networked workstations and microcomputers, a shared array of parallel processors, image processors, integrated microelectronic circuit and system design tools, and fabrication facilities. Collaboration with the Department of Computer Science is encouraged and facilitated through the Centre for Integrated Computer Systems Research. Industrial collaboration and support is available. Salary is commensurate with qualifications and experience. Start-up funding is available for purchase of equipment and support of graduate student research assistants. The position is available from April 1, 1994. Priority will be given to applications received on or before February 28, 1994. To apply, send a curriculum vitae, reprints of published papers, names of at least three references, and a statement of eligibility for employment in Canada to: Dr. R.W. Donaldson, Head, Department of Electrical Engineering, The University of British Columbia, 2356 Main Mall, Vancouver, B.C., Canada V6T 1Z4. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF WESTERN ONTARIO - Faculty of Engineering Science. Tenure track positions in Biochemical Engineering and Chemical Engineering. The Department of Chemical and Biochemical Engineering. The University of Western Ontario invites applications for two tenure track positions at the assistant professor level. For the first position, the successful applicant should hold a PhD degree in Biochemical/Chemical Engineering with strong research background in Biochemical Engineering. The successful applicant will strengthen established areas of research in Biochemical Engineering in the Department. For the second position, the successful applicant should hold a PhD degree in Chemical Engineering with strong background in one or more of the following areas: particulates, process control, reactor engineering and transport phenomena, with a particular interest in establishing a research program in environmental engineering. The successful applicants are expected to develop a vigorous research activity which includes supervision of graduate students, and teach undergraduate and graduate courses in the Department. Salary will be commensurate with experience and proven record of excellence. Applications, including curriculum vitae, a statement of research objectives, and the names of three referees, should be addressed to: Dr. A. Margaritis, Chair, Department of Chemical and Biochemical Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. The deadline for applications is March 31, 1994.

CONCORDIA UNIVERSITY. The Department of Civil Engineering invites applications for a tenure-track position at the Assistant Professor level in Environmental Engineering. Applicants must possess a PhD in Civil Engineering with specialization and a proven research record in biological processes, environmental chemistry, biochemistry or environmental management and control. Industrial experience is an important asset. The successful candidate will be expected to participate in the development of the environmental engineering laboratory, establish a significant research program, supervise M.Eng. and PhD students and demonstrate high quality teaching at graduate and undergraduate courses. Membership, or eligibility for membership, in a Canadian professional engineering association is required. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Professor O.A. Pekau, Chair, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec, Canada H3G 1M8. The position is available now and applications will be accepted until it is filled. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All things being equal, women candidates shall be given priority.

UNIVERSITY OF WATERLOO - The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in the areas of communications, digital circuits or systems, computer software systems and software engineering, semiconductor devices (including optoelectronic devices and integrated circuits), and power systems (transmission, distribution and utilization). The department also invites applications for definite-term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The level of the appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

ENGLISH

CONCORDIA UNIVERSITY. Subject to the availability of funds, the Department of English intends to make a probationary, tenure-track appointment at the rank of Assistant Professor, effective June 1, 1994, in the area of Post-Colonial Literature/World Literature Written in English. We are interested in applicants with a comprehensive knowledge of and interest in the various facets of this field. Applicants should have a completed PhD or should be completing the PhD very soon. Publications and teaching experience are desirable. We are looking for evidence and strong promise of substantial scholarly achievement and excellent teaching. Applications should include three references letters, curriculum vitae, a description of interests, and academic transcripts. Applications and letters should be sent to: G. David Sheps, Chair, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Completed applications and letters must be received by January 30, 1994. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All things being equal, women candideles shall be given priority.

UNIVERSITY OF PRINCE EDWARD ISLAND - English. We invite applications for a tenure-track position (subject to budgetary approval) in the Department of English, at the Assistant Professor level. Applicants should have a PhD or be very close to completion. For this position, dedication to and demonstration of excellence in undergraduate teaching are of equal importance to scholarly accomplishment. The position will require a strong background in at least two of the following: Renaissance Drama; Modern and Contemporary Drama end Fiction; Nondramatic Renaissance Literature; Commonwealth (Post-colonial) Literature. Applicants must also be versatile in teaching interests, and be keen to share responsibility for courses in other areas, as the opportunity arises. Interests in the department teach six semester-long undergraduate courses annually. A typical teaching assignment is apportioned: one-third to upper-level specialized courses, one-third to introductory literature, sophomore survey, or other sophomore courses, and one-third to first-year composition courses. Salary is commensurate with qualifications and experience. Send letter of application, curriculum vitae, copies of any recent publications, letters of reference from three referees, and evidence of ability to teach, including course evaluations and statement of teaching philosophy to: Dr. Richard Lemm, Chair, Department of English, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3; FAX: (902)566-0420. The effective date of the appointment is July 1, 1994. Applications and supporting material must be postmarked or faxed no later than February 1, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadien citizens and permenent residents.

NIPISSING UNIVERSITY - English. Nipissing University invites applications for two probationary tenure track teaching

THE LAW FOUNDATION OF SASKATCHEWAN CHAIR

The College of Law, University of Saskatchewan, invites applications for the Law Foundation of Saskatchewan Chair for the years 1994-95 and beyond. Incumbents will be accomplished legal scholars or other outstanding persons with a background in law and a demonstrated interest in scholarly investigation and practice relating to issues in law and policy. Appointments will be for a fixed term with a possibility of renewal. Terms and conditions are negotiable. Applications, accompanied by a curriculum vitae and the names of three referees, should be addressed to the **Dean, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.**

The University of Saskatchewan is committed to employment equity for women, Aboriginal peoples, visible minorities, and disabled persons.

McGill

Vice-Principal(e) (Enseignement)

L'Université sollicite des mises en candidature et candidatures pour le poste de vice-principal(e) (enseignement). Le (la) titulaire, qui entrera en fonction le 1 août 1994, sera nommé(e) pour un mandat renouvelable de cinq ans.

Relevant du principal, le (la) vice-principal(e) (enseignement) a sous sa responsabilité 12 facultés, ainsi que les bibliothèques, le Centre d'éducation permanente, le doyen des services aux étudiants, le service des admissions, le registrariat, le Centre d'enseignement supérieur, le Centre de communications pédagogiques, les Presses universitaires McGill-Queen's et le Musée Rutherford.

Les candidat(e)s doivent detenir des titres universitaires appropriés, posséder une expérience administrative pertinente et bien maîtriser l'anglais et le français.

Conformément aux dispositions de la Loi canadienne sur l'immigration, cette offre ne s'adresse qu'aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s.

L'Université McGill souscrit à l'équité en matière d'emploi.

Les propositions de candidatures et candidatures accompagnées d'un curriculum vitae et, si possible, du nom de trois répondants doivent parvenir avant le 15 février 1994 à :

Monsieur David Johnston
Principal et vice-chancelier
Université McGill
845, rue Sherbrooke ouest
Montréal, (Québec) H3A 2T5

McGill

Vice-Principal (Academic)

The University invites nominations and applications for the position of Vice-Principal (Academic). The appointment, effective 1st August, 1994, is normally for a five-year term and may be renewed.

Reporting to the Principal, the Vice-Principal (Academic) has overall responsibility for 12 academic faculties, as well as the Libraries, Centre for Continuing Education, Dean of Students, Admissions Office, Registrar's Office, Centre for University Teaching and Learning, Instructional Communications Centre, McGill-Queen's University Press, and the Rutherford Museum.

Candidates should have appropriate scholarly credentials and administrative experience and be able to communicate effectively in English and French.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGill University is committed to equity in employment.

Nominations and applications, accompanied by a curriculum vitae and the names of three referees, if possible, should be submitted by 15 February, 1994 to:

David Johnston
Principal and Vice-Chancellor
McGill University
845 Sherbrooke St. W
Montreal, PQ H3A 2T5

UNIVERSITY COLLEGE of the FRASER VALLEY

FACULTY POSITIONS

The University College of the Fraser Valley, located 60 kilometres from Vancouver in British Columbia's beautiful Fraser Valley, is a multi-campus undergraduate degree-granting institution offering a diversity of programs. UCFV has main campuses in Abbotsford and Chilliwack, B.C. and currently enrols more than 6000 students each year.

The emphasis at UCFV is on teaching excellence while acknowledging active scholarship as an integral part of the teaching process.

Subject to budget approval, the following regular, continuing faculty positions are available beginning in the fall 1994 (September) semester.

BACHELOR OF ARTS DEGREE PROGRAM

Preferred candidates should have a completed Ph.D. in their related disciplines. Prior teaching experience is desirable.

Candidates should provide evidance of their commitment to teaching excellence and related scholarship.

Successful candidates will be expected to teach lower division introductory courses as well as upper division courses in their respective disciplines as part of their normal assignments.

Adult Education:
* two positions to teach 3rd and 4th year courses in a new Adult Education Degree program including:
  * History, Sociology and Administration of Adult Education
  * Program Planning
  * Adult Learning
  * Instructional Technologies and Adult Education in Canada

Knowledge of Prior Learning Assessment and its philosophical approach to adult learning is required.
Competition No. UC002.94

Economics:
* one position with emphasis on:
  * microeconomics, and
  * ability to instruct intermediate courses in industrial organization and law and economics, and
  * ability to instruct applied macroeconomics at intermediate level.

Competition No. UC003.94

Geography:
* one position with a specialty in:
  * climatology, and
  * ability to instruct courses in biogeography or hydrology, and
  * some combination of regional geography, methods and techniques.

Candidates should be familiar with MacIntosh and DOS based computer applications.
Competition No. UC004.94

History:
* one position with a specialty in:
  * 19th or 20th century U.S. History
  * A secondary field in Canadian history is desirable

Candidates should submit letter of application, c.v., and three letters of reference.
Competition No. UC001.94

Kinesiology and Physicel Education:
* one position with emphasis in:
  * exercise physiology and related subdivisions, and
  * courses in one or more of: biomechancis, sport performance analysis, health, and sport injuries

Competition No. UC005.94

Methematics:
* one position to teach statistics to:
  * Arts, Careers, Math and Science programs.

Prior successful statistics teaching experience, especially to non-specialists is an asset. Collegiality and a commitment to scholarship are necessary.
Competition No. UC006.94

Modern Languages:
* one position to teach:
  * Spanish, and
  * one other language (preferably French) at the university level

Fluency in both languages and teaching experience at a college or university required. Preference will be given to candidate with interest and experience in either Latin American Studies or educational technology.
Competition No. UC007.94

Sociology:
* one position to teach lower division sociology, including social theory and Canadian social structure, and some combination of:
  * ethnic communities in the Canadian and international contexts
  * "third world" and development issues, with specific reference to Latin America.

Competition No. UC008.94

Theatre:
* one position to teach introductory first and second year theatre courses with an upper-level speciality like:
  * Shakespeare in Performance, and
  * ability to direct, on occasion, major department productions

Minimum of a Master's degree and two year's involvement in the professional theatre community is required. Demonstrated ability to work well with students, faculty and staff in a dynamic theatre teaching environment.
Competition No. UC009.94

Bachelor of Science Degree Program

Preferred candidates should have a completed Ph.D. in their related disciplines. Prior teaching experience is desirable.

Successful candidates will be expected to teach lower division introductory courses in their discipline as well as upper level courses in their specialty.

Candidates should provide evidence of their commitment to teaching excellence and related scholarship. Successful candidates will have demonstrated teaching ability; research interests are secondary.

Biology:
* one position with expertise in:
  * animal physiology and anatomy
  * background in cell biology desirable

Competition No. UC010.94

Chemistry:
* one position available with specific expertise in:
  * physical chemistry with expertise in thermodynamics and quantum mechanics
  * some experience in analytical chemistry and spectroscopy desirable.

Competition No. UC011.94

Physics:
* one position available for:
  * experimental physicist, but
  * outstanding theoretical candidates will be considered

Competition No. UC012.94

Methematics:
* one position to teach statistics to:
  * Arts, Careers, Math and Science programs.

A Ph.D. in statistics, applied statistics, or biostatistics. Prior successful statistics teaching experience, especially to non-specialists is an asset. Collegiality and a commitment to scholarship are necessary.
Competition No. UC006.94

Business Administration Degree Program

Candidates should have a Master's degree (Ph.D. preferred) in the relevant area, post secondary teaching experience and relevant professional field experience. In addition to these requirements, applicants for the Management Accounting position must have an accounting designation (eg. CA, CMA, CGA).

Candidates are expected to provide evidence of achievement in and commitment to teaching excellence and scholarship.

The teaching load for each of the following full-time, ongoing positions will include one or more upper level courses in the position's specialization as well as related and/or other business administration courses, depending on the background of the successful applicant and the needs of the department.

Menagement Accounting:
* one faculty position requiring specialized background in management accounting.

This is a continuation of a competition initiated earlier (those who already applied will be considered automatically and need not reapply)
Competition No. UC013.94

Strategic Menegement/Venture Initietion:
* one faculty position requiring specialized background in strategic management and/or venture initiation.
  *a background in international business is desirable.

Competition No. UC014.94

Computer Information Systems Degree Program

Candidates should have a Master's degree (Ph.D. preferred) in the relevant area and post secondary teaching experience.

Successful candidates will be expected to teach lower division introductory courses as well as upper division courses in their respective disciplines as part of their normal assignments.

Candidates should provide evidence of their commitment to teaching excellence and related scholarship.

CIS/Computing Science:
* two positions to teach and develop courses in one of the following areas:
  * database management systems
  * management and decision support systems
  * programming (OOP)

Competition No. UC015.94

Criminal Justice Degree Program

Candidates should have Ph.D. in the appropriate discipline. Post secondary teaching experience and relevant professional field experience. Candidates must provide evidence of their commitment to teaching excellence and scholarship.

Criminology and Criminal Justice:
* one opening for a generalist in the field of Criminology and Criminal Justice. The successful candidate will be expected to teach in one or more of the following areas:
  * criminology and criminal justice
  * competency based interpersonal and professional skill development, including interviewing techniques.
  * criminal law and the administration of justice
  * community and institutional corrections, including adult and youth programs
  * field placement practices for criminal justice students.

Competition No. UC016.94

Interested candidates should submit resumes with a covering letter quoting competition number no later than **January 30, 1994** to **UNIVERSITY COLLEGE OF THE FRASER VALLEY, Director of Personnel, 33844 King Road, Abbotsford, B.C. V2S 4N2/FAX (604) 853-9990/TEL (604) 854-4508**

Questions regarding salary scales should be directed to the Director of Personnel at (604) 854-4508.

It is the policy of the Government of Canada that Canadian Citizens and permanent residents will have the first chance to fill jobs in Canada. Therefore, these advertised positions are open only to Canadians and permanent residents (whether in Canada or abroad.

University College of the Fraser Valley is an Employment Equity Employer.

positions in English, at the assistant professor level, pending Board approval. Appointments begin July 1, 1994. PhD required. Teaching experience and publications are desirable. Preferred Areas: 1. Nineteenth century British literature (with specialty in either the Romantic or Victorian periods). 2. Canadian literature and North American literature. Candidates from other areas are also invited to apply. Closing date: January 31, 1994.

The university is committed to the principle of employment equity. Applications from women are especially encouraged. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application with curriculum vitae, university transcripts and three letters of reference should be sent to Dr. Ted Chase, Dean of Arts and Science at Nipissing University, Box 5002, North Bay, Ontario, P1B 8L7. Telephone (705) 474-3450, extension 4290.

MOUNT SAINT VINCENT UNIVERSITY - Applications are invited for a tenure-track position in the Department of English at the rank of Assistant Professor beginning July 1, 1994. Salary is based on MSVU's Collective Agreement and appointment is subject to final budgetary approval. Applicants should have a PhD and be committed to undergraduate teaching in a variety of fields. A specialization in one of the following would be desirable: in order of preference, (1) Victorian literature, (2) writing, (3) Romantics. Letters of application with curriculum vitae and the names of three referees should be sent to Dr. Marthe Westwater, Chair, Department of English, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6. Mount Saint Vincent is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian immigration requirements this notice is directed to Canadian citizens and permanent residents. The deadline for applications is January 31, 1994.

UNIVERSITY OF NEW BRUNSWICK - Saint John Campus: English. Applications are invited for a tenure track appointment in English at the rank of Assistant Professor on the Saint John Campus of the University of New Brunswick effective July 1, 1994, subject to final budgetary approval. Area(s) of specialization will include one or more of the following: 17th, 18th and 19th century British Literature. The successful candidate will be expected to teach lower level as well as upper level courses in the discipline. PhD required, as well as evidance of scholarly activity and a strong teaching record. Deadline for applications is 31 January 1994. Applications, including curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Jeanne Sobile, Acting Dean of Arts, University of New Brunswick, PO Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

ENVIRONMENTAL PLANNING

THE NOVA SCOTIA COLLEGE OF ART AND DESIGN invites applications for a full time appointment in Environmental Planning, initially for a three year term beginning July 1994. The College offers a studio-based undergraduate programm with strong connections to the local planning and environmental community. This faculty position offers the successful candidate an opportunity to teach a variety of courses in environmental planning and design, and requires the ability to teach studios in physical planning or design. Candidates should hold the MPlan graduate degree in environmental planning, design, or related field (or equivalent professional experience). The Environmental Planning Department promotes applied interdisciplinary work, and requires a candidate with strong interpersonal skills. Substantial post-secondary teaching experience and professional practice in planning or design desired. Membership in the Canadian Institute of Planners preferred. Salary depends on qualifications and the College salary grid. In accordance with Canadian immigration regulations, this notice directed to Canadian citizens and permanent residents of Canada. For more information call Dr. Jill Grant, Environmental Planning Department Head, (902)422-7381, extension 156. To apply: address letter of application, detailed Curriculum Vitae, the names of three references, and a brief sample of your work to Scott MacDougall, Dean, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia B3J 3J6. Closing date for applications is January 31, 1994.

ENVIRONMENTAL STUDIES

CARLETON UNIVERSITY - Faculty of Social Sciences, Environmental Studies. Applications are invited for a position in the Department of English at the rank of Assistant Professor beginning July 1, 1994. Salary is based on MSVU's Collective Agreement and appointment is subject to final budgetary approval. Applicants should have a PhD and be committed to undergraduate teaching in a variety of fields. A specialization in one of the following would be desirable: in order of preference, (1) Victorian literature, (2) writing, (3) Romantics. Letters of application with curriculum vitae and the names of three referees should be sent to Dr. Marthe Westwater, Chair, Department of English, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6. Mount Saint Vincent is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian immigration requirements this notice is directed to Canadian citizens and permanent residents. The deadline for applications is January 31, 1994.

UNIVERSITY OF NEW BRUNSWICK - Saint John Campus: English. Applications are invited for a tenure track appointment in English at the rank of Assistant Professor on the Saint John Campus of the University of New Brunswick effective July 1, 1994, subject to final budgetary approval. Area(s) of specialization will include one or more of the following: 17th, 18th and 19th century British Literature. The successful candidate will be expected to teach lower level as well as upper level courses in the discipline. PhD required, as well as evidance of scholarly activity and a strong teaching record. Deadline for applications is 31 January 1994. Applications, including curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Jeanne Sobile, Acting Dean of Arts, University of New Brunswick, PO Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

ENVIRONMENTAL PLANNING

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FILM STUDIES

CARLETON UNIVERSITY - School for Studies in Art and Culture: Film Studies. Applications are invited for a tenure-track position in Film Studies at the rank of Assistant or Associate Professor to commence July 1, 1994. This position is subject to budgetary approval. The successful candidate will have a demonstrated expertise in more than one of the following areas: film theory, historiography, or national cinema. Expertise in a non-Western cinema will be an asset. Applicants are required to have an established and superior record of research and publication and the ability to contribute to the establishing of a graduate program in Film Studies. Applications, with a curriculum vitae and the names and addresses of three referees, should be sent to: Dr. John Shepherd, Director, School for Studies in Art and Culture, Carleton University, Ottawa, Canada K1S 5B6. The closing date for receipt of applications is January 30, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

FRENCH

UNIVERSITÉ DE TORDNTO - Collège Erindale. Le Département d'études françaises de la Faculté des arts et des sciences de l'Université de Toronto à Erindale sollicite des candidatures pour un poste de professeur(e) adjoint(e) en littérature moderne et québécoise menant à la permanence. Description du poste: enseignement en langue et littérature au premier cycle; enseignement dans le domaine de spécialisation aux 2e et 3e cycles, encadrement des étudients; engagement dans la recherche; participation aux comités du Collége et du Département. Exigences: doctorat en littérature moderne ou québécoise, formation théorique, publications, excellente connaissance de la langue française, expérience de l'enseignement du français langue seconde, aptitude au travail en équipe. Le salaire minimum pour un(e) professeur(e) adjoint(e) en 1993-94 est de 538,400. Date d'entrée en fonctions: 1er juillet 1994. Prière de faire parvenir un c.v. accompagné de vos publications et de trois lettres de recommandation avant le 30 janvier 1994 à Mme Janet Paterson, directrice intérimaire, Département d'études françaises, Université de Toronto, 7 King's College Circle, Toronto, Ontario, M5S 1A1. L'Université de Toronto respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes d'origine autochtone, de membres de minorités visibles et de personnes handicapées, ainsi que de toute autre personne ayant les titres et les qualifications exigés. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITÉ DE TORONTO - Collège Erindale. Le Département d'études françaises de la Faculté des arts et des sciences de l'Université de Toronto à Erindale sollicite des candidatures pour un poste de professeur(e) adjoint(e) en linguistique menant à la permanence. Description du poste: enseignement en langue et linguistique au premier cycle; enseignement dans le domaine de spécialisation aux 2e et 3e cycles; encadrement des étudiants; engagement dans la recherche; participation aux comités du Collège et du Département. Exigences: doctorat en linguistique ou didactique, publications, excellente connaissance de la langue française, expérience de l'enseignement du français langue seconde, aptitude au travail en équipe. Le salaire minimum pour un(e) professeur(e) adjoint(e) en 1993-94 est de 538,400. Date d'entrée en fonctions: 1er juillet 1994. Prière de faire parvenir un c.v. accompagné de vos publications et de trois lettres de recommandation avant le 30 janvier 1994 à Mme Janet Paterson, directrice intérimaire, Département d'études françaises, Université de Toronto, 7 King's College Circle, Toronto, Ontario, M5S 1A1. L'Université de Toronto respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes d'origine autochtone, de membres de minorités visibles et de personnes handicapées, ainsi que de toute autre personne ayant les titres et les qualifications exigés. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITÉ DE TORONTO - Collège Erindale. Le Département d'études françaises de la Faculté des arts et des sciences de l'Université de Toronto à Erindale sollicite des candidatures pour un poste de professeur(e) adjoint(e) en littérature québécoise menant à la permanence. Description du poste: Enseignement dans les programmes du département aux trois cycles, encadrement d'étudiants/es de 2e et de 3e cycles. Exigences: doctorat en littérature québécoise; formation théorique; excellente connaissance de la langue française. Expérience de l'enseignement du français langue seconde et expérience de la recherche universitaire en littérature québécoise. Dossier de publications et aptitude au travail en équipe. Traitement selon expérience et qualifications. Date d'entrée en fonction: 1er juillet 1994. Prière de faire parvenir un c.v. accompagné de vos publications et de trois lettres de recommandation avant le 30 décembre 1993 à Mme Janet M. Paterson, directrice intérimaire, Département d'études françaises, Université de Toronto, 7 King's College Circle, Toronto, Ont. M5S 1A1. L'Université de Toronto respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes d'origine autochtone, de membres de minorités visibles et de personnes handicapées, ainsi que toute autre personne ayant les titres et les qualifications exigés. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

L'UNIVERSITÉ DU NOUVEAU-BRUNSWICK - Le Département d'études françaises de l'Université du Nouveau-Brunswick à Fredericton sollicite des candidatures à un poste de professeur(e) adjoint(e) menant à la permanence. Fonctions: enseignement de la langue et mise sur pied de programmes d'acquisition de la langue. Critères d'admissibilité: doctorat en didectique des langues et expérience pertinente de travail en milieu universitaire. Ce poste est sujet à l'approbation budgétaire. Faire parvenir directement son curriculum vitae à jour et complet de même que trois (3) lettres de recommandation à M. Laurier Melanson, directeur, Département d'études françaises, Université du Nouveau-Brunswick, C.P. 4400, Fredericton, NB E3B 5A3. Date de clôture des candidatures: 28 février 1994. L'Université applique une politique d'équité en matière d'emploi, ainsi que les lois sur l'immigration en adressant cette annonce aux citoyens et aux résidents permanents du Canada.

UNIVERSITÉ SAINT-FRANÇOIS-XAVIER - Le Département de langues modernes de l'Université Saint-François-Xavier sollicite des candidatures à un poste de professeur(e) remplaçant(e) au rang de professeur(e) adjoint(e) pour une période d'un an à temps plein, si le financement le permet. Ce poste intéresse principalement la littérature québécoise sans pour autant exclure d'autres domaines de spécialisation. La personne choisie sera appelée en outre à assurer l'enseignement des cours de langue. Doctorat et expérience dans l'enseignement, ainsi que maîtrise du français oral et écrit, exigés. Le traitement sera établi en fonction de la formation et de l'expérience. Date d'entrée en fonctions: le 1er septembre 1994. Les personnes intéressées doivent faire parvenir leur curriculum vitae et trois lettres de recommandation avant le 1er mars 1994 à M. Marc Benson, Directeur, Département de langues modernes, l'Université Saint-François-Xavier, Antigonish, N-E, B2G 1C0. N.B. Cette offre s'adresse d'abord aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF REGINA - The Department of French invites applications for two tenure track positions at the Lecturer or Assistant Professor level (subject to budgetary approval) commencing on July 1st, 1994. First Position: French as a Second Language. Qualifications: PhD (or near completion) in Applied Linguistics or in the Teaching of French as a Second Language, native or near-native fluency in French, teaching experience and research ability. Main responsibilities: Undergraduate language classes including composition and stylistics; possibility of teaching translation (English to French) as well as an introductory course in Linguistics. Second Position: Contemporary French Literature. Qualifications: PhD (or near completion) in XXth Century French Literature, teaching experience and research ability. Main responsibilities: Courses in French Literature at the second, third, and fourth year levels as well as in the M.A. programme. Specialization in narratology and literary semiotics would be an essel. Teaching responsibilities include undergraduate language classes. Applicants should send their curriculum vitae and arrange for the forwarding of three letters of reference end undergraduate and graduate transcripts to Professor D. de Vlieger, Dean, Faculty of Arts, University of Regina, Regine, Saskatchewen, S4S 0A2. Closing date for applications is March 15, 1994. The University of Regina is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ DE REGINA - Le Département de français sollicite des candidatures é deux postes pouvant mener à la permanenca (sous réserve d'eutorsation budgétaire) à compter du ter juillet 1994. Premier poste: Spécialiste en français langue seconde. Qualifications du/de la candidat(e): doctorat en linguistique, appliquée ou en enseignement du français langue seconde, expérience da l'enseignement, aptitude à la recherche. Fonctions principales: enseignement de cours de langue au 1er cycle; cours de composition et de stylistique. Possibilités d'enseigner la traduction de l'anglais au français et un cours de linguistique. Second poste: Spécialiste en littérature française contemporain. Quelliications du/de la candidat(e): doctoral en littérature française du XXième siècle (achevé ou en voie d'achèvement), expérience de l'enseignement, aptitude à la recherche. Fonctions principales: enseignement de cours de littérature française au niveau das deuxième, troisième et quatrième années ainsi que dans le cadre du programme de maitrise. Spécialisation en narratologie et en sémiologie serait un aloui. Le charge d'enseignement compend das cours de langue au ter cycle. Prière d'envoyer son curriculum vitae, ses relevés de notes (premier, deuxième et troisième cycle) et de faire parvenir directement trois lettres de recommandation à Monsieur D. de Vlieger, Dean, Faculty of Arts, University of Regina, Regina, Sasketchewan, S4S 0A2. L'Université de Regina respecte una politique d'équité en matière d'emploi el encourage les candidelura provenant des femmes, des autochiones, des minorités visibles et des personnes handicapées. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et eux résidents permanents.

UNIVERSITÉ DE MONTRÉAL - Le Département d'études françaises de la Faculté des arts et des sciences de l'Université de Montréal sollicite des candidatures pour un poste de professeure ou de professeur adjoint(e), menant é la permanence, en poésie française du XXe siècle, avec comme champ secondaire le création littéraire, l'enseignement de la langue ou l'écriture des femmes. Fonctions: enseignement dans les programmes du Département aux trois cycles; encadrement d'étudiants de 2e et de 3e cycles; activités de recherche importantes. Exigences: doctoral en littérature dans le domaine visé; excellente connaissance de la langue française. Traitement: selon la convention collective. Date d'entrée en fonction: le 1er juin 1994. Prière de faire pervenir un curriculum vitee accompagné de vos publications et de trois lettres de recommandation au plus tard le 15 février 1994 à: M. Robert Melançon, directeur, Département d'études françaises, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec) H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université souscrit é un programme d'accès à l'égalité en empoi pour les femmes.

ST. THOMAS UNIVERSITY - Poste en français menant é le permanence. Le département de langues modernes de St. Thomas University esl é la recherche d'un(e) professeur(e) adjoint(e) avec spécialisation en enseignement de la langue française langue seconde à tous les niveaux et en littératures française et canadienne-française. Ce poste est sujet à approbation budgétaire et pourrait mener à la permanence. On ne tiendre compta que des candidat(e)s ayant un doctoral en main ou en cours d'achèvement, un dossier attestant l'habileté en enseignement et un dossier de publications. Il s'agira d'enseigner la langue et la littérature au niveau du BA et du BA spécialisé. Envoyer curriculum vitae, copias

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THE UNIVERSITY OF AUCKLAND
NEW ZEALAND

VISITING SCHOLAR

Department of Optometry

Vacancy UAC.371

The Department of Optometry wishes to appoint a Visiting Scholar during the 1994 academic year for a ten-week period.

Applicants for this position should have either a background in teaching or research in optometry or visual science and would be expected to have a PhD or equivalent or have a background in clinical optometry with evidence of broad clinical experience, specialist diplomas or experience in clinical teaching. Applicants with either background are encouraged to apply and the duties associated with the post will be tailored to the skills and interest of the person appointed.

The salary will be within the Senior Lecturer scale, depending on qualifications and experience NZ$52,000 - NZ$60,944 per annum.

Further information may be obtained from Professor L F Garner, phone (64) 9 373-7599 ext 6781, fax (64) 9 373-7485.

Applications in the form of a detailed CV with an outline of research or clinical interests and including the names and contact details of two referees should be forwarded to reach the Registrar, University of Auckland, Private Bag 92019, Auckland, New Zealand, by 31 January 1994.

LECTURESHIP/ SENIOR LECTURESHIP IN PHILOSOPHY (LOGIC)

Department of Philosophy

Vacancy UAC.365

Applicants must be qualified to make a major contribution to the Department's teaching programme in Logic and must have appropriate associated research commitments. It is also highly desirable that the appointee should be able to maintain and develop existing interdisciplinary commitments in Logic within the University and to provide teaching in Logic which meets a wide range of student needs.

Candidates for appointment as Lecturer should have or be about to qualify for an appropriate higher degree (PhD or equivalent). Those seeking appointment as a Senior Lecturer would need to possess advanced qualifications, including a PhD or equivalent, a significant research record, and teaching experience. Candidates should have a commitment to both teaching and research. The ideal candidate would be well qualified both as a logician and as a philosopher, and would also have some interdisciplinary involvement with Mathematics or Computer Science.

TWO LECTURESHIPS IN PHILOSOPHY

Department of Philosophy

Vacancy UAC.366

In making the first of these appointments the University will seek to strengthen the Department's teaching programmes in either post-World War II European Philosophy or Mediaeval and/or Greek Philosophy. The field for the second appointment is open.

Applicants should have or be about to qualify for an appropriate higher degree (PhD or equivalent) and should preferably have some research publications and teaching experience. They should have a commitment to both teaching and research.

Commencing salary will be established within the range NZ$37,440 - NZ$49,088 per annum for Lecturers, or NZ$52,000 - NZ$60,944 per annum for Senior Lecturers.

Further information, Conditions of Appointment and Method of Application for the above two vacancies should be obtained from the Academic Appointments Office, University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone (64) 9 373-7999 ext 5789, fax (64) 9 373-7454. Three copies of applications should be forwarded to reach the Registrar by 31 January 1994.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

The University has an EEO policy and welcomes applications from all qualified persons

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TUNS | Technical University of Nova Scotia

DEAN
FACULTY OF ARCHITECTURE

The Technical University of Nova Scotia offers an outstanding opportunity for a qualified professional to serve as the Dean of the Faculty of Architecture, with more than 300 undergraduate and graduate students and 20 Faculty members. The appointment will be for an initial term of six years commencing on or before July 1, 1994.

The Faculty of Architecture includes two academic units - the Department of Urban and Rural Planning and the School of Architecture - which offer professional and post-professional graduate degrees in planning and architecture. These clearly conceived and well developed programmes are accredited and enjoy national reputations. Both emphasize education and professional exposure through co-operative work experience. The architecture programme emphasizes the synthesis of humanitiee and technology in and through design. Planning is a professional programme with a balanced urban and rural emphasis. The successful candidate will have the mandate to build and enhance the Faculty's programmes and will be expected to join his/her colleagues as a teacher and researcher/practitioner.

Desired qualifications are: an advanced professional degree in either architecture or planning and credentials for appointment at the rank of Full Professor with tenure; evidence of distinguished scholarly and professional achievement with national recognition; significant administrative experience at a senior level; demonstrated ability to assist in the further development of the Faculty's academic programmes and its research initiatives; experience in fund-raising for research and education; eligibility for professional registration in the Nova Scotia Association of Architects or the Canadian Institute of Planners.

The search process has three stages: initial expressions of interest and nominations including a curriculum vitae and names of three references to be submitted to the Chair of the Search Committee no later than January 31, 1994; after initial screening, remaining candidates will be asked to a) respond in writing to material describing the Faculty's programmes, b) describe initiatives the candidate would undertake, and c) provide a portfolio of work; short-listed candidates will be invited to join the Faculty and students in reviews and discussions, and meet with the Search Committee and other interested persons.

Expressions of interest and nominations should be submitted to:

Dr. D.A. Roy, V.P. Academic
Search Committee for the Dean of Architecture
Technical University of Nova Scotia
P.O. Box 1000
Halifax, Nova Scotia CANADA B3J 2X4

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. TUNS is committed to the principles of employment equity and encouragas applications from all qualified persons, including woman, aboriginal peoples, people with disabilities and visible minorities.

das publications, et trois lettres de référence avant le 1er mars 1994 au: Prof. Jonathan Rahn, Recteur intérimaire, Département de Langues Romanes, St. Thomas University, Fredericton, NB E3B 5G9 (Télécopieur: 506-450-9615). Date d'entrée en fonction: le 1er juillet 1994. Les candidat(e)s sont responsables de vérifier que leurs dossiers, y compris les trois lettres de référence, soient complets. Conformément aux exigences relatives à l'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. St. Thomas University s'engage à respecter l'équité en matière d'emploi. Ainsi, elle encourage les femmes, les membres des minorités visibles, les personnes d'origine autochtones, et les personnes handicapées, ainsi que tout autre personne ayant les titres et les qualifications exigés à poser la candidature.

UNIVERSITY OF NEW BRUNSWICK - Saint John Campus: French. Applications are invited for a two year term appointment in French at the rank of Lecturer on the Saint John Campus of the University of New Brunswick affective July 1, 1994, subject to final budgetary approval. The focus of the position is the undergraduate teaching of French language, literature and culture, primarily at the first and second year level. The successful candidate will have native or near-native proficiency in French and a substantial record of effective teaching of French as a second language. MA or equivalent required. Deadline for applications is 31 January 1994. Applications, including curriculum vitae and the names and addresses of three referees, should be sent to Dr. James Noble, Acting Dean of Arts, University of New Brunswick, PO Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

GEOGRAPHY

UNIVERSITY OF TORONTO, Erindale Campus - The Department of Geography, Erindale Campus, University of Toronto, invites applications for a tenure-stream position in physical geography at the level of Assistant Professor, beginning July 1, 1994. In the first instance, demonstrated research excellence in hydrology is sought. The successful candidate will teach undergraduate courses at Erindale Campus as well as in the Graduate Department of Geography. Candidates should have e PhD in Geography on appointment (or soon thereaftar). Preference will be given to applicants with teaching and research interests in hydrology and environmental policy applications of hydrologic processes. In accordance with Canadian immigrelion requirements this advertisement is directed to Canadian citizans and permanent residents of Canada. In accordance with its Employmant Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorilies, aboriginal peoples and persons with disabilities. Candidates should send a current curriculum vitae, statements of leaching spacializations and research inlarests, plus the names of three referees before February 1, 1994. Cart G. Amrhein, Cheir, Department of Geography, University of Toronto, Toronto, Ontario M5S 1A1.

THE UNIVERSITY OF BRITISH COLUMBIA - Atmospheric Science Program - Department of Geography. The University of British Columbia invites applications for a lenure track position el the Assistant Professor level in the Atmosphenc Science Programma. The position is in the Department of Geography, and is to be filled by July 1, 1994. The Atmospheric Science Programme at UBC is offered jointly by the Departments of Geography and Oceanography, and fosters research and leaching collaboration across the Faculties of Science, Arts, Applied Sciancs and Agriculture. Information on currant research and teaching interests of the Atmospheric Science Programme is available from Dr. D.G. Steyn (address below). We are especially interested in an Atmospheric Scientist with research and teaching capabilities in any of the following areas: 1) Observational and/or modelling studies al the meso- and synpltic scales (this mighl include regional climata variability, regionel hydrometeorology, data assimilation methods, parameterization of boundary layer and mesoscale processes in larger scale models, or contemporary approaches to phenomena and processes al the synoptic scale). 2) Ground-based or satellite remote sensing of the almosphere (with an emphasis on boundary-layer, meso- or synoptic scale phenomena). We expect a strong commitment to research, graduate and undergraduate teaching, as well as graduate supervision. Applicants must have completed their PhD degree. Post Doctoral experience will be e distinct advantage. Applications must be received by January 31, 1994 and should be accompanied by a resume, examples of recent publications, a prospectiva course list, and the names of three referees. Apply in writing to: Dr. D.G. Steyn, Chair, Atmospheric Science Program, Department of Geography, The University of British Columbia, 1984 West Mall, Vancouver, B.C. V6T 1Z2 Tel: (604)822-6407, Fax: (604)822-6150, e-mail DOUW@unlkg.ubc.ca. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

GERMAN

UNIVERSITY OF WATERLOO - The Department of Germanic and Slavic Languages and Literatures invites applications for a full-time tenure-track appointment al the rank of Assistant Professor. The appointment will begin July 1, 1994 (subject to budget approval). The successful candidate must have a PhD by the time of appointment, strong research interest and potential, and interest in undergraduate and greduate languege and literalure teaching. Applicants will be expected to be familiar with current approaches to literary theory and to incorporate them into their teaching. They should be specialists in contemporary literature and/or 19th century literature. The 1993-94 salary floor for Assistant Professors is $38,932. Closing dale for applications is Feb. 28, 1994. Send resumes to Dr. Manfred Richter, Chair, Department of Germanic and Slavic Languages and Literatures, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanant residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF NEW BRUNSWICK - Saint John Campus: German. Applications are invited for a two year term appointment in German at the rank of Lecturer on the Saint John Campus of the University of New Brunswick effective July 1, 1994, subject to final budgetary approval. The focus of the position is the undergraduate teaching of German language, literature and culture, primarily at the first and second year level. The successful candidate will have native or near-native proficiency in German and a strong teaching record. MA or equivalent is required. Deadline for applications is 31 January 1994. Applications, including curriculum vitae and the names and addresses of three referees, should be sent to Dr. James Noble, Acting Dean of Arts, University of New Brunswick, PO Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

GERONTOLOGY

UNIVERSITY OF VICTORIA - Centre on Aging, Postdoctoral Fellowship in Gerontology. A postdoctoral research fellowship, supported by the David and Dorothy Lam Endowment Award, is available from the Centre on Aging, University of Victoria. This fellowship is for one year to commence in the Fall of 1994 with the possibility of ranewal. A stipend and related expenses will be provided to the selected applicant. The Centre on Aging is a multidisciplinary research centre which promotes and conducts applied and besic rasaarch in the social and behavioral sciences, health care and social service areas of aging. Postdoctoral candidales must hava compleled e PhD, or equivalent degree. Candidates for this position should have expertise and research interests in the general area of health and aging. Examplas of relevant areas of interest include health and performance, health care delivery, evaluation and social policy research. Prospectiva faculty meniors represent a spectrum of disciplines including Anthropology, Economics, Geography, Nursing, Social Work, Sociology, Philosophy, Psychology. Candidates should forward a letter of interest, identification of area of interest, complete curriculum vilae and bibliography, graduate transcapt, representalive publications and three letters of recommendation to: Neena L. Chappell, PhD, Director, Centra on Aging, University of Victoria, P.O. Box 1700, MS6369, Victoria, British Columbia V8W 2Y2 Canada. Deadline for application is February 15, 1994. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada. The University of Victoria is an employment equity employer and encourages epplications from women, persons with disabilbes, visibla minorities and abonginal persons.

HEALTH STUDIES & GERONTOLOGY

UNIVERSITY OF WATERLOO - The Department of Health Studies and Gerontology is an interdisciplinary department uniquely integrating biological and behavioural sciences in the study of disease prevention, health promotion, and aging. It has established B.Sc., M.A., M.Sc., and PhD programs. Opportunities exist for the development of collaborative research activities across the university and with external agencies. The department has a two-year definite term position available at the assistant professor level for a person specializing in psychological aspects of aging. Included in the duties are master's thesis supervision and graduala and undergraduate teaching, including participalion in the multidisciplinary gerontology program. Applicants must have e PhD or equivalent. Expected starting date is May 1, 1994. Send Curriculum Vitee and three letters of referenca by Novembar 1, 1994 to Neil Charness, Faculty Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. This appointment is subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

HISPANIC STUDIES

McGILL UNIVERSITY - Hispanic Studies. Applications are invited for a tenure track appointment at the rank of Assistant Professor, commencing September 1, 1994 (subject to budgetary approval). The successful candidata must have as area of specialization Spanish-American poetry and poetics of all periods. In addition, a second area of interest must be demonstrated in at least one of the following areas: the Baroque, Mexico, intellectual history, as well as the ability to collaborate with the interdisciplinary Program in Latin-American and Caribbean Studies would be considered assets. Duties may include teaching of language, PhD, native or near-native ability in Spanish required. The salary will be at the floor of the Assistant Professor level, present floor being $40,980. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. Send application and vita to Prof. Victor Ouimette, Chair, Dept. of Hispanic Studies, McGill University, 1001 Sherbrooke Street W., Montreal, Canada H3A 1G5.

HISTORY

McGILL UNIVERSITY - The Department of History, McGill University, invites applications for a tenure track position in late Imperial and modern Chinese history beginning September 1, 1994, pending final budgetary approval. The successful candidate will have a PhD, or be near completion of the PhD, with e strong record of research and publications and with experience in, and commitment to, teaching at both the undergraduate and graduate level. The field of research specialization is open. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permenent residents. McGill University is committed to equity in employment. Please address, no later than January 15, 1994, application, curriculum vitae and three letters of reference to: Professor John Zucchi, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montréal, Québec H3A 2T7; Fax: 514-398-8365.

ALGOMA UNIVERSITY COLLEGE - The Department of History at Algome University College invites applications for a tenure-track position beginning July 1, 1994. The successful candidata will be expected to take primary responsibility for the department's courses in European history (including the introductory survey, Western Civilization), and will teach, on a cyclical basis, the history of Quebec/French Canada and the history of the Native and European Fur Trades in the Central and Upper Great Lakes Region, 1600-1821. This small department has a strong reputation for quality teaching; special consideration will be given to candidates with a mixture of research and teaching experience, a strong commitment to undergreduate teaching and the potential for interactions with colleegues. The appointment is subject to final budgetary approval. Candidates must heve a PhD degree. In conformance with Immigration Canada requirements, priority will be given to Canadian citizens and permenent residents. Algoma University College encourages applications from qualified women and men, mambars of visible minorities, native paoples, and persons with disabilities. Applicants should send a curriculum vitae, statament of teaching experience and goals, and three letters of recommendation to Dean J. Gibson, Algoma University Collega, 1520 Quaen Street East, Sault Ste. Marie, Ontario P6A 2G4. The deadline for receipt of applications is February 15, 1994.

QUEEN'S UNIVERSITY - Department of History. Applications are invited for a tenure-track position at the rank of assistant professor in the history of continental Modern Europe. The appointment is to begin July 1, 1994. Applicants with a PhD are preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace, and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. The University is willing to help the spouse of a new appointee seek suitable employment. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference be sent to Professor James Stayer, Acting Chairman, Department of History, Queen's University, Kingston, Ontario, Canada K7L 3N6. The closing date for completed applications is January 31, 1994.

WILFRID LAURIER UNIVERSITY - The Department of History at Wilfrid Laurier University invites applications for a tenure-track position al the rank of Assistant Professor in Russian history effective July 1, 1994. The appointment is subject to final budgelary approval. Applicants should hold a PhD and show promise of excellence at teaching in both English and French. Active bilingualism is a condition of tenura. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to the Secretary, Native History Search Committee, Department of History, University of Otlawa, Ottawa, Ontario K1N 6N5. Deadline for applications: January 10, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents of Canada. Employment equity is a University policy. The University strongly encourages applications from women.

UNIVERSITY OF OTTAWA - The Department of History of the University of Ottawa invites applications for a lenure track position in Native History (North America). The candidate should be capable of teaching courses in Canadian history, 15th to the 19th century. Starting date: July 1st, 1994. Requirements: PhD. Publications and Teaching experience preferred. The candidate will be required to teach in both English and French. Active bilingualism is a condition of lenura. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to the Secretary, Native History Search Committee, Department of History, University of Ottawa, Ottawa, Ontario K1N 6N5. Deadline for applications: January 10, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents of Canada. Employment equity is a University policy. The University strongly encourages applications from women.

UNIVERSITY OF OTTAWA - The Department of History of the University of Ottawa invites applications for a tenura track position in European History (excluding France and British Isles), Renaissance to the present. Starting date: July 1st, 1994. Requirements: PhD. Publications and Teaching experience preferred. Ability to teach in both English and French is an asset. Bilingualism is a condition of tenure. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to the Secretary, European History Search Committee, Department of History, University of Ottawa, Ottawa, Ontario K1N 6N5. Deadline for applications: January 10, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents of Canada. Employment equity is a University policy. The University strongly encourages applications from women.

UNIVERSITÉ D'OTTAWA - Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire des Autochtones (Amérique du Nord). Le candidat ou la candidate doit être en mesure d'enseigner des cours en histoire canadienne des débuts au 19e siècle. Entrée en fonction: Le 1er juillet 1994. Exigences: Doctorat. La préférence sera accordée aux candidat(e)s qui ont l'expérience de l'enseignement et des publications. Le/le candidat(e) devra enseigner en anglais et en français. La bilinguisme actif est une condition pour la permanence. Rang: Professeur(e)

TUNS | Technical University of Nove Scotia

TENURE TRACK FACULTY POSITIONS ANNOUNCEMENT

The Faculty of Architecture of the Technical University of Nova Scotia invites applications for two full-time tenure-track positions. Applicants should have graduate academic credentials, eligibility for membership in the relevant professional association, and demonstrated experience in design practice and research. The appointments will be made in the areas of design, humanities or technology. All qualified applicants will be considered. The Faculty is particularly interested in developing its expertise in areas of building structures, building environment and land-based design. The successful candidates will teach in the design studio, will direct or advise graduate theses and will conduct research in their areas of interest. These appointments are subject to final budgetary approval.

Please send curriculum vitae with the names of three references by January 1, 1994 to:

Dr. E. Banlassad, Dean
Faculty of Architecture
Technical University of Nova Scotia
P.O. Box 1000
Halifax, Nova Scotia B3J 2X4

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. TUNS is commited to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities and visible minorities.

Head, Dissemination Research on Physicians and other Health Professionals

Our Clinical Research and Treatment Institute, a teaching hospital affiliated with the University of Toronto, is looking for e qualified individuel to work with ARF and external colleborators in disseminetion research aimed at finding effective ways to encourage family and primary care physicians and other health care professionals to identify and manege patients who have alcohol and drug problems. Qualified candidates have an M.D. and are licensed/eligible for licensure in Ontario, and quelity for an appointment in the Department of Family and Community Medicine, et the University of Toronto, or eltemetively, you may hold e Ph.D. in behavioural, biomedical or social science. A specialized research background as evidenced by training in family medicine, dissemination research, clinical epidemiology, continuing medical education, clinical psychology, health sciences, or other specialties relevenl to studying dissemination of new knowledge/procedures to physiciens or other health professionals is essential.

Please torward your curriculum vitae, with two references and sample publications, by **December 31, 1993,** quoting **File #93-114,** to: **Vice President, Clinical Research and Treatment Institute, Addiction Research Foundation, 33 Russell Street, Toronto, Ontario, M5S 2S1. Fax: (416) 595-6619.**

ARF Addiction Research Foundation | Fondation de la recherche sur la toxicomanie

The University of Manitoba
RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available over the next year beginning January 1, 1994 in the following fields: Molecular biology of vertebrate development using the chick embryo model system; Cranioficial bone remodelling; Cardiac electrophysiology and action of antiarrhythmic drugs; Vascular effect of lipid mediators and mechanism of action; Chromatin structure and function, gene expression, characterization of nuclear matrix and trans-acting factors, protein purification, DNA and genomic sequencing, cloning; Immunology Immunopathology, Allergy, Protein Chemistry, Recombinant DNA technology, Molecular Biology, Immunogenetics, Allergens, Monoclonal Antibody Production, Organic Chemistry of Natural Macromolecules, Chemistry of Biopolymers, Regulation of the immune response, Structure-function relationships of Fc Receptors for IgE, Epitopes of Common Allergens, T and B Cell Clones, Immunomodulators, Immunological tolerance, Tolerogenic conjugates, Antigen-polymer conjugates, Idiotypic networks, Tissue culture technology, Cellular immunology, Immunosuppression, T Cell receptors, T Cell vaccines, Oral tolerance, Autoimmune disorders, Natural immune resistance; Cell biology, Molecular genetics, Signal transduction, Protein phosphorylation, Oncogene regulation, Cytokincs; Data-based health policy research; Perinatal pulmonary vascular physiology and biochemistry; Phospholipid metabolism in the mammalian heart; Molecular endocrinology in health and disease; Regulation of cellular adhesion; Endocrinology, transgenic animals, prostate, androgen action; Membrane transport, calcium metabolism; Immunology of graft-vs-host disease; Molecular characterization of tissue specific microbial adhesins; Neurobiology, neurophysiology, neural regeneration; Endocrinology, hormone regulation, hormone genes, growth factors, hormone action, characterization ol genes, molecular endocrinology, breast cancer, developmental endocrinology, recombinant DNA technology, molecular genetics of islet cell development, molecular biology of diabetes complications; Molecular physiology, cardiovascular physiology, vascular smooth muscle hypertension research, protein electrophoresis, pulmonary physiology.

Normally all positions require a Ph.D. and relevant experience. Minimum starting salary: $22,932/annum. Full range ot staff benefits. The University ot Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vita, bibliography and names of referees, should be sent to: **Mrs. Jean Zushman, Executive Assistant to the Vice-President (Academic) and Provost, Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

adjoint(e). Salaire: Selon la convention collective. Prière de faire parvenir un curriculum vitæ et trois lettres de recommandation au Secrétaire du comité de sélection en histoire des Autochtones, Département d'histoire, Université d'Ottawa, Ottawa, Ontario K1N 6N5. Date limite pour soumettre sa candidature: Le 10 janvier 1994. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens ou aux résidents permanents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. L'Université encourage fortement le présentation des candidatures féminines.

UNIVERSITÉ D'OTTAWA - Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire de l'Europe (excluant la France et les îles Britanniques), depuis la Renaissance. Entrée en fonction: Le 1er juillet 1994. Exigences: Doctorat. La préférence sera accordée aux candidat(e)s qui ont l'expérience de l'enseignement et des publications, et qui sont capables d'enseigner en français et en anglais. Le bilinguisme est une condition pour le permanence. Rang: Professeur(e) adjoint(e). Salaire: Selon la convention collective. Prière de faire parvenir un curriculum vitæ et trois lettres de recommandation au Secrétaire du comité de sélection en histoire de l'Europe, Département d'histoire, Université d'Ottawa, Ottawa, Ontario K1N 6N5. Date limite pour soumettre sa candidature. Le 10 janvier 1994. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens ou aux résidents permanents du Canada. L'Université d'Ottawa e une politique d'équité en matière d'emploi. L'Université encourage fortement le présentation de candidatures féminines.

UNIVERSITY OF SASKATCHEWAN - Department of History. Applications are invited for e tenure-track position in American History (National Period, 1783 - present), beginning July 1, 1994, to be filled at the assistant professor level. The PhD is required; publications are desirable. Interested persons should arrenge to have three letters of reference sent and should themselves send their letter of application and c.v. to Dele Miquelon, Head, Department of History, University of Saskatchewan, Saskatcon, SK, S7N 0W0. Competition deadline: December 31, 1993. The University of Saskatchewan is committed to principles of employment equity; women candideles, candidates of aboriginel descent, and candidates from other minority groups are especially encouraged to apply. In accordanco with Canadian immigretion requirements, this edvertisement is directed to Canadian citizens and permanent residents.

HUMAN KINETICS

UNIVERSITY OF BRITISH COLUMBIA - The School of Human Kinetics at the University of British Columbia invites applications for e full-time, tenure track ecedemic appointment at the Assistant Professor level in the area of social and manegerial studies in leisure and sport. The appointment will become effective July 01, 1994, and will be subject to final budgetary epproval. The successful applicant should have completed e doctoral degree and be engaged in an active research program that reflects a specific specialization within this ganerel eree. Successful candidates will be expected to teach at both the graduate and undergraduate levels, advise graduate students, and engage in an active research program. Excellence in teaching, and e strong publicetion record commensurate with level of experience is expected, together with evidence of achievement in attracting external funding. Preference will be given to applicants with demonstrated expertisi in a specific field of specielization (e.g. Leisura and Sport Management, Motor Learning/Neural Control, Exercise Physiology, Pedagogy, Sport Psychology). Salary is $50,000. Appointment may be considered at a higher rank for a woman with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordence with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is January 15, 1994. Letters of applicatron, cumculum vitae, the names, addresses and phone/FAX numbers of three referees, together with a statement of research interests and copies of recently published articles (if available) should be sent to: Dr. Robert Schutz, Director, School of Human Kinetics, 210, 6081 University Boulevard, University of British Columbia, Vancouver, B.C. V6T 1Z1.

UNIVERSITY OF BRITISH COLUMBIA - The School of Human Kinetics at the University of British Columbia invites applications for a full-time, tenure track academic appointment at the Assistant Professor level in the area of adapted physical activity. The appointment will become effective July 01, 1994, and will be subject to final budgetary approval. The successful applicant should have completed a doctoral degree and be engaged in an active research program that reflects a specific specialization within this general eree. Successful candidates will be expected to teach at both the graduate and undergraduate levels, advise graduate students, and engage in an active research program. Excellence in teeching, and e strong publicetion record commensurate with level of experence is expected, together with evidence of achievement in attracting external funding. Preference will be given to applicants with demonstrated expertisi in a specific field of specielization (e.g. Leisura and Sport Management, Motor Learning/Neural Control, Exercise Physiology, Pedagogy, Sport Psychology). Salary is $50,000. Appointment may be considered at a higher rank for a woman with exceptional qualifications. The University of British Columbia welcomes all qualified applicents, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigretion requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications rs January 15, 1994. Letters of applicetion, curriculum vitee, the names, addresses and phone/FAX numbers of three referees, togelher with e statement of research interests and copies of recently published erticles (if available) should be sent to: Dr. Robert Schutz, Director, School of Human Kinetics, 210, 6081 University Boulevard, University of British Columbia, Vancouver, B.C. V6T 1Z1.

JAPANESE

THE UNIVERSITY OF BRITISH COLUMBIA - History Position in Japenese. Applications are invited for a tenure-track position at the Assistant Professor level in Japanese history, concentreting on any period prior to the Meiji era. Qualificetions should include a PhD in hand at time of appointment and a demonstrated commitment to research and teaching. A high level of competence in both modern and classical Japanese is expected. Qualified candidates specializing in Edo period intellectual history, culture or religion are especially encouraged to apply. Salary is commensurate with qualifrcations and experiance. Subject to budgetary approval. Appointments may be considered at e higher rank for a women with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aborigtnal paopla, visible minorities, and persons with disabilities. Send curriculum vitee, copies of publications, and the names and eddresses of at least three referees to Professor Michael S. Duke, Head, Department of Asian Studies, University of British Columbia, Vancouver, B.C. Canede V6T 1Z2. The deadline for receipt of applications is February 1, 1994. In accordance with Canadian immigretion requirements this advertisement is directed to Canadian citizens and permanent residents.

KINESIOLOGY

UNIVERSITY OF WATERLOO - Department of Kinesiology. The Faculty of Applied Health Sciences invites applications for a Research Chair in Work Site Illness and Injury Prevention. In conjunction with a large manufacturer, problems of return to work of injured employees is being developed and a program emphasizing understanding and reduction of risk of musculoskeletal injuries. The overall aim is to address and help resolve issues of attendance, a concern to many businesses and industries. The incumbent will be responsible for leading the project, playing a major role in goal setting, designing and conducting studies in at least one part of the research program and coordinating studies outside his/her area of expertase securing funding to augment existing financing and, generally, taking on the responsibility of project management. The ideal candidate will have a background in occupational medicine, or in one of the following areas, occupational biomechanics, occupational psychology, physical ergonomics, occupational epidemiology. She/he should be able to demonstrate success in prevention of occupational injury or illness, and/or treatment, and/or return to work of the injured employee. He/she will also have experience in running a large research program in an industrial setting. Depending on the qualifications, the appointment may be tenure track at the associate or full professor level. Applicents with substantial clinical research background but little or no academic experience would be considered for a definite term position (with possibility of renewal) at the rank of Associate or Full Research Professor. Funding is in place for e five year period. Effective date of appointment is January 1994 or as soon thereafter as possible. An application should contain e CV plus three letters of reference sent directly from referees. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages application from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. All appointments are subject to the availability of funds. Direct applications to Dr. R.W. Norman, Dean, Applied Health Sciences, Burt Matthews Hall, University of Waterloo, Waterloo, Ontario N2L 3G1.

LAW

UNIVERSITY OF WINDSOR - Faculty of Law. Applications are invited for a tenure track position at the Assistant Professor level, commencing July 1, 1994, subject to final budgetary approval. The requirements include an appropriate graduate degree, and practice or equivalent experience beyond first degree. A demonstrated record or clear potential for scholarship and research as well as a commitment to teaching is expected. The successful candidate will be expected to teach in at least one of the following areas: family, property, municipal, corporate or commercial law. The Faculty has an innovative program of studies and pursues scholarly interests in Access to Justice and Canada/U.S. legal issues. The Faculty has approximately 420 students and sponsors the following community projects: Community Legal Aid, Legal Assistance of Windsor, Prepaid Legal Service, Program and Credo. The School is also the home of the Canadian American Research Centre, Intellectual Property Law Institute, and the Centre For Law in Aid of Development, and publishes The Windsor Yearbook of Access to Justice and The Windsor Review of Law and Social Issues. The University of Windsor is committed to employment equity and welcomes applicetions from Aborginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordence with Canadian Immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Applications will be accepted until January 31, 1994. Applicants should forward a c.v. and arrange to have three letters of reference sent to: Dean Jeff Berryman, Faculty of Law, University of Windsor, Windsor, Ontario N9B 3P4; FAX: (519)973-7064.

MANAGEMENT

THE UNIVERSITY OF LETHBRIOGE, Faculty of Managemant has one full-time tenure-track position available for a specialist in Management Information Systems to begin July 1, 1994. Applicants should hold a doctorate or be close to completion of a doctorate (Master's degree with related experience will be considered). The Faculty supports research efforts with micro and mainframe computing, travel funds, secretarial support and provisions for development funds. A progressive performance oriented merit increment system favours published research. Success in promotion and probationary reviews requires evidance of attactive teaching. You will be joining a Faculty of 37 accademic staff of whom three are in the Management Information Systems area. Lethbridge offers low housing costs in e community of 60,000 population. It is surrounded by recreatronal facilities. It is located 120 miles south of Calgary, and 70 miles from Glecier National Perk in Montana or Waterton National Park in Alberta. Send letter of application, cumculum vitae, and 3 tellers of reference to: Bev Francis, Dean's Secretary, Faculty of Management. The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. Phone: (403)329-2633. Fax: (403)329-2038. An Equel Opportunity Employer.

THE UNIVERSITY OF CALGARY Faculty of Mevelopment is seeking qualified Individuals preferably with e PhD or DBA, to fill tenure track positions in Accounting, Operations Management, and Marketing, and potential openings in finance, Management of Organizations and Human Resources, Management Information Systems, Tourism, New Venture Promotion, and Policy and Environment. These positions heve been created by the expansion of programs at the Bachelor of Commerce, Master of Business Administration, and PhD levels. The University of Calgery provides a stimulating research and leaching environment. It is located in a dynemic city, one of the country's major financial centres with exceptionel recreetional opportunities. The Faculty of Menagement, an AACSB accredited school, is located in Scurfield Hall which is designed to meet the latest needs of Management teaching and research. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers e Dual Career Employment Assistance Program for spouses. In accordence with Canadian immigretron requirements, priority will be given to Canadien citizens and permanent residents of Canada. Interested Individuals are asked to mail applicetions to: Dr. Melcolm C. Munro, Associate Deen (Research), Faculty of Management, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

MANAGEMENT SCIENCES

UNIVERSITY OF WATERLOO - Department of Management Sciences. Applications are being accepted for a tenure-track faculty position in the areas of Management of Technology or Information Systems, commencing September 1, 1994. An ideal candidate will heve a degree in engineering, some work experience and be able to teach organizational behevioral courses at undergraduate level. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applicetions from qualified women end men, members of visible minorities, native people, and persons with disabilities. Candidates are expected to have their PhD by the starting date of the appointment. This appointment is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. Please send resume and names of three references before December 31, 1993 to: Professor David W. Conrath, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

MATHEMATICS

UNIVERSITY OF BRITISH COLUMBIA, The Mathematics Department at the University of British Columbia expects to have e number of post-doctoral fellowships, sessional lecturerships, and visiting positions at the Assistant, Associate and Full Professor level for the year starting July 1, 1994, subject to the availability of funds. We also expect a number of summer session teaching positions during the months of May through August, 1994. A PhD or recent equivalent university teaching experience and evidence of high potential for research in Mathematics are required. Since some positions will be partially supported by research grants, these positions will be filled by persons having research interests relating to the grant holders. The salary will be commensurate with experience and research record. Applications, including C.V. and names of references, should be sent to: The Head, Department of Mathematics, University of British Columbia, Vancouver, B.C. Canada V6T 1Z2. Applications received after January 15, 1994 will be considered only if vacancies remain to be filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. U.B.C. welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Mathamatics, Statistics & Computer Science. Applications are invited for a tenure track position in Mathematics of the rank of Assistant Professor beginning July 1, 1994. Candideles should have e PhD degree in Mathematics together with strong potential in teaching and research. Preference will be given to those in mathematical enelysis or modern applied mathematics (optimization, operations research, mathematical modelling, mathematical biology). Responsibilities include teaching and research. Salery is commensurate with qualifications and experience. The availability of the position is subject to budgetary approval. Applicetions, including a curriculum vitae and the names of three referees, should be received no later than January 31, 1994 by Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering. The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF TORONTO - Department of Mathematics. The Department solicits applications for tenure-stream appointment in Analysis. Preference will be given to researchers in the eress of non-linear enalysis and geometric enalysis. The appointment is at the Erindale campus at the level of Assistant Professor, to begin July 1, 1994. Candidates are expected to have e least three years experience in teaching and research efter the PhD, and to be able to demonstrate excellence in each. In particular, a candidate's application should show clearly the ebrity to make significent original and independent contributions to Mathematics. Salary commensurate with qualifications. Applicants should send their complete C.V. including a list of publicetions, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor R. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by January 31, 1994. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA - The Mathematics Department is seeking an outstanding candidate for e tenure track Assistant Professorship to begin 1 July 1994. Our highest priority is for a candidate in one of the following fields: Algebra, algebraic geometry, analysis, or partial differential equations. Applicants should have e proven research record of high quality demonstrated interest and ability in teaching. Preference will be given to candidates who have one or more years of post-doctoral experience. This position is subject to final budgetary approval. Appointment may be considered at a higher rank for a women with exceptional qualifications. The salary will be commensurate with experience and research record. Applicants should send a C.V. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor D. Rollsen, Head, Department of Mathematics, University of British Columbia, #121 - 1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before January 30, 1994. In accordence with Canadien immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

UNIVERSITY OF WATERLOO - The Department of Pure Mathematics at the University of Waterloo invites applications for e tenure-track position at the Assistant Professor level starting July 1, 1994. The Department is particularly interested in candidates whose research interests are related to Algebraic Topology, Differential Geometry, Functional Analysis or Number Theory. In order to be considered for the position, e PhD is required. An appointment will be offered only to someone with very strong research and teaching qualifications. The University of Waterloo is committed to increasing the number of its female faculty, and therefore applications from women candidates are particularly welcome. Duties will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. The closing date for receipt of applications is January 15, 1994. An application should contain the curriculum vitae of the candidate plus three letters of reference sent directly from the referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. The availability of this position is subject to budgetary approval. Please send applications to: Dr. J.W. Lawrence, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

UNIVERSITY OF TORONTO - Department of Mathematics. The Department solicits applications for limited term Assistant Professorships, which may be at the St. George (downtown) or Erindale campus. The positions are for the three-year period July 1, 1994 to June 30, 1997, and are subject to budgetary approval. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by December 31, 1993. In accordance with Canadian Immigration requirements this advertisement is directed to Canadien citizens and permenent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encouregas applicatons from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

MATHEMATICS & COMPUTER SCIENCE

ST. FRANCIS XAVIER UNIVERSITY - The Oepertment of Mathematica end Computing Sciencee at St. Francis Xavier University invites applications for a limited Term Appointment in Computer Science at the Assistant Professor level. This position rs subject to budgetary approval. Candidates must have a PhD in computer science or be near completion. The candidate is expected to teach three courses in various areas of computer science and must show a commitment to high quality teaching. The department offers undergraduate major and honours degrees in mathematics and computer science as well as a Bachelor of Education systems. Deadline for applications is February 28, 1994. Please send applications to: Dr. Ernst J. Schuegraf, Chair, Department of Mathematics and Computing Sciences, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0, Canada. e-mail: SCHUEGRAF@STFXCA In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ST. FRANCIS XAVIER UNIVERSITY - The Oepartment of Mathematics and Computing Science at St. Francis Xavier University invites applications for a tenure track position in Information Systems at the Assistant Professor level. This position is subject to budgetary approval. Candidates must heve a PhD in Information Systems or closely related areas (or be near completion) and must be able to teach courses in that eree as well as lower-level computing sciences courses. The department offers a bachelor of Information Systems degree as well as major and honours degrees in mathematics and computing science. The University also offers a BBA degree with an Information Systems major. We are inter-

UBC

THE UNIVERSITY OF BRITISH COLUMBIA

Assistant Professor

Department of Bio-Resource Engineering

Applications are invited for a full-time tenure track Assistant Professor position. Appointment may be considered at a higher rank under exceptional circumstances. The position may be cross-appointed with the Chemical Engineering Department. Applicants should have a Ph.D. in Bio-Resource Engineering, Bio-chemical Engineering, Bio-Engineering, or a related engineering field and should be eligible for registration as a Professional Engineer in British Columbia. Applicants should have a strong commitment to teaching. Post doctoral and/or industrial experience would be an asset.

Candidate must have expertise in bioprocess engineering with a strong background in the biological sciences. The successful applicant will be expected to integrate one or more of the following into current and projected departmental research and teaching programs: biological processes, biosensor technology, bioremediation of soil and water environments, value-added processing, and applied biotechnology.

Applications, including a curriculum vitae, and names of at least three referees should be sent to:

Chairperson
Search Committee
Department of Bio-Resource Engineering
The University of British Columbia
2357 Main Mall
Vancouver, B.C.
Canada V6T 1Z4

Closing date for applications is **December 30, 1993.** The salary will be commensurate with experience. The position is subject to final budgetary approval.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UM

The University of Manitoba

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available over the next year beginning January 1, 1994 in the following fields: Aging; Sustainable cropping systems; Molecular plant pathology; Plant molecular biology; Poultry nutrition; Nutritional biochemistry and toxicology; Reproductive physiology/endocrinology involving RIA, tissue culture, cell biochemistry; Microbiology, mycology, post-harvest plant physiology; Animal genetics, swine nutrition reproduction and behaviour; Applied electromagnetics, numerical computation of fields, antennas; Sensory systems and perception with applications to opthalmoergonomics; Microstructure – mechanical property relationships in engineering materials; Analytical electron microscopy of engineering materials; Toxicological studies looking at transport and enzyme activity; Histology and Molecular biology focus diet induced colon cancer; Pharmaceutical chemistry, pharmacokinetics, drug metabolism, steroid chemistry, pharmaceutics, pharmaceutical technology, toxicology; Recreation and persons with a disability, exercise physiology, leisure, aging and health; Ecosystem-level study of mercury methylation; Theoretical condensed matter physics, low and intermediate energy subatomic physics, mass spectroscopy, condensed matter physics, and optical spectroscopy; Interdisciplinary research related to family violence and violence against women, as well as preventive and ameliorative efforts.

Normally all positions require a Ph.D. and relevant experience. Minimum starting salary: $22,932/annum. Full range of staff benefits. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vita, bibliography and names of referees, should be sent to: **Mrs. Jean Zushman, Executive Assistant to the Vice-President (Academic) and Provost, Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

ested in an individual who shows a strong commitment to high quality teaching, but who is also capable of attracting external research funding. A current curriculum vitae and three letters of recommendation are required. Recent PhD's should include a copy of their transcripts. Deadline for applications is February 28, 1994. Please send applications to: Dr. Ernst J. Scheugraf, Chair, Department of Mathematics and Computing Sciences, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0, Canada. Email: SCHUEGRAF@ESSEX.STFX.CA. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MATHEMATICS & STATISTICS

UNIVERSITY OF SASKATCHEWAN - Applications are invited for an Assistant Professor in Analysis, Probability, or Statistics for a three-year term starting July 1, 1994. The successful candidate will have a doctoral degree in Mathematics or Statistics, and have demonstrated excellence in both teaching and research. Researchers in applied probability models, biostatistics, foundations of inference, harmonic analysis, or operator algebras would be particularly welcome, but those with other specializations will also be considered. Apply by January 1, 1994 by sending a current C.V. and three confidential letters of recommendation to: J.R. Martin, Head, Department of Mathematics & Statistics, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0; email: MATH@SAB.USask.CA; FAX: (306)966-6086. In accordance with Canadian Immigration requirements, priority will be given to fully qualified Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity. We especially invite applications from women, visible minorities, persons with disabilities, and persons of aboriginal ancestry.

ACADIA UNIVERSITY - Department of Mathematics & Statistics. Applications are invited for a 24-month contractually limited appointment at the Assistant Professor rank, starting July 1, 1994. PhD in Statistics with evidence of commitment to undergraduate teaching. Preference will be given to candidates with backgrounds in applied statistics, who will actively participate in the department's consulting service. The department offers a wide range of undergraduate statistics courses both in the service areas and in the major stream. Applicants should refer to position #03906R and send a curriculum vitae and arrange for three letters of reference to be sent to Dr. J. Masaro, Chair of the Selection Committee, Department of Mathematics and Statistics, Acadia University, Wolfville, Nova Scotia B0P 1X0. Fax: (902)542-1454. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is committed to employment equity and women are particularly encouraged to apply.

SIMON FRASER UNIVERSITY - The Department of Mathematics and Statistics of Simon Fraser University invites applications for a tenure track position in Statistics at the Assistant Professor level starting September 1, 1994. Candidates will be expected to have completed a PhD degree at the time of appointment, to have demonstrated a strong teaching and research potential, and to have an interest in applications. (This position is subject to final budgetary aporoval.) Applications, including curriculum vitae and descriptive statements of research plans and teaching activities should be sent, by 15 February 1994, to: Dr. Katherine Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Please arrange for three letters of reference to be sent directly from your referees. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to those who are eligible at the time of the application for employment in Canada.

SIMON FRASER UNIVERSITY - The Department of Mathematics and Statistics of Simon Fraser University invites applications for a tenure track position in Applied and Computational Mathematics at the Assistant Professor level starting September 1, 1994. We are looking for applicants with an interest in non-linear applied mathematics; particularly those whose research focuses on differential equations and their applications. Applicants will be expected to have completed a PhD degree at the time of appointment and to have demonstrated a strong teaching and research potential. (This position is subject to final budgetary approval.) Applications, including curriculum vitae, descriptive statements of research plans and teaching activities should be sent, by 15 February 1994, to: Dr. Katherine Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Please arrange for three letters of reference to be sent directly from your referees. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to those who are eligible at the time of the application for employment in Canada.

SIMON FRASER UNIVERSITY - The Department of Mathematics and Statistics of Simon Fraser University invites applications for a one-year post-doctoral position in Design Theory starting May 1, 1994 (or as soon thereafter as possible). Applicants will be expected to have completed a PhD degree at the time of appointment and have a special interest in graph decomposition problems. Applications, including curriculum vitae, should be sent, by 15 February 1994 to: Dr. Katherine Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Please arrange for three letters of reference to be sent directly from your referees. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to those who are eligible at the time of the application for employment in Canada.

THE UNIVERSITY OF WINNIPEG - Department of Mathematics and Statistics. Applications are invited for a tenure-track position in Statistics at the Assistant Professor level, effective July 1, 1994 or September 1, 1994. Candidates should have PhD completed or near completion and must have proven ability or demonstrated potential for both undergraduate teaching and research. Salary commensurate with qualifications and experience. The deadline for submission of applications is February 4, 1994. Applicants should provide a CV, transcripts and have three letters of reference sent directly to: Dr. H.A. Newstead, Chair, Department of Mathematics and Statistics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents. This position is subject to final budgetary approval.

THE UNIVERSITY OF WINNIPEG - Department of Mathematics and Statistics. Applications are invited for a tenure-track position in Statistics at the Assistant Professor level, effective July 1, 1994 or September 1, 1994. Candidates should have PhD completed or near completion and must have proven ability or demonstrated potential for both undergraduate teaching and research. Salary commensurate with qualifications and experience. The deadline for submission of applications is February 4, 1994. Applicants should provide a CV, transcripts and have three letters of reference sent directly to: Dr. H.A. Newstead, Chair, Department of Mathematics and Statistics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents. This position is subject to final budgetary approval.

MEDICAL GENETICS

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Medical Genetics invites applications for a grant tenure track position in the area of human Population Genetics. Appointment will be at the Assistant Professor level with the possibility of a higher rank for a suitable candidate with more experience. Candidates for this position must have a doctoral degree, a minimum of two years postdoctoral experience, and demonstration of outstanding research abilities. The successful candidate will be expected to develop a vigorous, independent research program in an interactive environment, and should be an enthusiastic teacher. The anticipated start date is July 1, 1994. The deadline for applications is January 1, 1994 or until such times as a suitable candidate is identified. Applications, including a curriculum vitae, selected reprints, a statement of research interests and present research activities, and the names of three referees should be sent to Dr. J.M. Friedman, Head, Department of Medical Genetics, The University of British Columbia, Rm. C201, B.C. Children's Hospital, Shaughnessy Site, 4500 Oak St., Vancouver, B.C. V6H 3N1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Salary will be commensurate with qualifications and experience.

MEDICAL RESEARCH

UNIVERSITY OF TORONTO - C.H. Best Postdoctoral Fellowship. Genetic and molecular research in diabetes and cell regulation including signal transduction mechanisms of hormones, receptors, protein kinases, transcription factors, membranes and lipids. Tenable in the Banting and Best Department of Medical Research, University of Toronto for two years after July 1, 1994 with a competitive stipend available to new PhD's or candidates with less than two years postdoctoral training by June 30, 1994. Send curriculum vitae, transcripts and three letters of reference, preferably before January 15, 1994, to: Dr. M. Noon, Fellowship Committee Chair, Banting Institute, Department of Medical Research, University of Toronto, Toronto, Ontario, Canada M5G 1L6.

MEDICINE

UNIVERSITY OF ALBERTA. Cardiovascular Research Associate. The position: Team Leader of experimental heart failure research program, management of multidisciplinary research program including technical staff supervision and liaison. The individual: Mature and enthusiastic individual with good communication, leadership and interpersonal skills, ability to work independently with minimal supervision, the candidate should possess an MSc or PhD in a scientific discipline with surgical experience, preferably with large animals. Prior experience in a research environment, a knowledge of computers and bio statistics are required. Responsibilities: Management and coordinator of research personnel in the execution of surgical and physiologic studies; Liaison with other research personnel and collaborative investigators, as well as equipment and supply company representatives; Performance of all surgical procedures; Liaison with animal vivarion staff end monitoring of animals during experimental heart failure in order to ensure appropriate animal care guidelines; Organization of weekly research team meetings; Monitoring budgetary expenses; Data analysis; Collaboration with research presentations and scientific publications. Salary: Minimum: $38,000 per annum. Deadline for applications: Dec. 31, 1993. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should provide letter with CV and names of 3 references to: P.W. Armstrong, M.D., Professor and Chair, Departmnt oi Medicine, University of Alberte, 2F1.30 Waller C. Mackenzie Centre, 8440 - 112 Street, Edmonton, AB T6G 2B7. The University of Alberta is committed to the principle of equity in employment. The university encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF WESTERN ONTARIO - Chair, Department of Medicine. The Department is a large and diverse one, and is responsible for teaching undergraduate, postgraduate and graduate students in Medicine. Research, both basic and applied, is a major focus of the Department, involving members of the Department among fifteen divisions. The Department has 92 full-time members located within the three major teaching hospitals in London, included in this number are approximately PhD scientists. Eligibility for Canadian certification and an Ontario licence to practice is required. Please send application with curriculum vitae and the names and addresses of three persons prepared to provide a reference to: Dr. R.Y. McMurtry, Dean, Faculty of Medicine, The University of Western Ontario, London, Ontario, Canada N6A 5C1. Candidates should have demonstrated academic leadership, an established record of research, and sound clinical and management skills. The deadline for submission of applications is December 31, 1993. Positions are subject to University budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

MICROBIOLOGY & IMMUNOLOGY

QUEEN'S UNIVERSITY - The Department of Microbiology and Immunology in the Faculty of Medicine of Queen's University at Kingston invites applications for a tenure track feculty position. The Department currently has active research and teaching programs in immunology, bacteriology, molecular virology and infectious diseases. The successful applicant must have postdoctoral experience in one of these areas and will be expected to develop and maintain an independent research program. An ability to develop collaborative research projects and an enthusiastic commitment for teaching are essential. The teaching programme includes courses for medical, nursing and non-medical undergraduates and graduates and the supervision of PhD and M.Sc. students. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Applicants should forward a Curriculum Vitae, outline of research and teaching interests, and the names of three referees to: Dr. M.F. Wilkinson, Professor and Head, Department of Microbiology and Immunology, Queen's University, Kingston, Ontario K7L 3N6. Closing date is January 31, 1994.

MOLECULAR BIOLOGY

UNIVERSITY OF ALBERTA - Medical Microbiology and Infectious Disease. Faculty of Medicine - Research Associate - commencing spring 1994 or as soon thereafter as possible. Qualifications: PhD in molecular biology with research experience in purification and characterization of DNA polymerases. Responsibilities: successful candidate will be responsible for the purification and assay of a variety of proteins using FPLC and HPLC methods. Salary range: $22,900 to $27,500 per year. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and three letters of recommendation to Dr. John F. Elliott, Department of Medical Microbiology and Infectious Diseases, 1-41 Medical Sciences Building, University of Alberta, Edmonton, Alberta T6G 2H7. Applications should be received by December 31, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

MOLECULAR IMMUNOLOGY

THE UNIVERSITY OF CALGARY - Research Associate required for studies on immunoregulation in P. falciparum malaria, and for graduate student supervision in related research areas. Travel oversees up to 2 months/year may be required for patient-related research. Minimum of three years' postdoctoral experience and expertise required in parasite culture, purification techniques and methodologies for mRNA detection, including RT-PCR. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canede. This lerm position is lunded from external sources and is not a University support sleff position. Submit curriculum vitae, letter summarizing background, achievements and career objectives, and names/feddress of three referees by December 31, 1993, to: Dr. M. Ho, Department of Microbiology & Infectious Diseases, The University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta T2N 4N1.

MUSIC

McGILL UNIVERSITY - Position in Choral Music. Position: a tenure-track appointment in choral music. Qualifications: extensive professional experience as a choral director, proven ability to develop the musical and choral abilities of young vocalists, graduate degrees (preferred majors), and an outstanding teaching record. A doctorela and/or equivalent professional qualifications. Nature of duties: to direct choral ensembles of various sizes in repertoire of all periods, to teech graduate tutorials and supervise graduate theses in choral conducting, and possibly to teach an undergraduate course in choral literature, or in choral conducting for music education students. Rank and salary: to be negotiated. Appointment date: September 1, 1994. Closing date: February 25, 1994. Applicants should submit a curriculum vitee and the names and addresses of three people who would be prepared to write letters of recommendation to: Prof. Ivan Edwards, Chair, Department of Performance, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, Quebec H3A 1E3. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. This position is offered subject to budgetary approval. McGill University is committed to equity in employment.

QUEEN'S UNIVERSITY - Position in Music (Music Education). Position: A tenure-track appointment at the rank of Assistant Professor. Qualifications: Doctorate. Area of specialization: Music Education. Evidence of the successful initiation of a programme of scholarly research and publication is required. Duties: Teaching undergraduate courses in all areas of music education. An interest in the organization of the undergraduate music education programme. The successful applicant will have experience in some combination of the following: basic musicianship; choral conducting; performance expertise in brass or string. Salary: Commensurate with rank and experience. Appointment Date: July 1, 1994. Closing Date: January 31, 1994. Applications: Letters of application together with curriculum vitae, one representative article, and three letters of reference should be sent to: Dr. Alfred Fisher, Director, School of Music, Queen's University, Kingston, Ontario, K7L 3N6. Telephone: (613)545-2806; Fax: (613)545-6808. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Queen's University is willing to help the spouse of a new appointee to seek suitable employment.

UNIVERSITY OF TORONTO - Applications are invited for a Band Conductor/Music Education Assistant Professor (tenure stream). Qualifications: Woodwind or brass instrument performer with conducting and teaching experience in Performance and Music Education at the University level; a doctoral degree or the equivalent professional experience is required. Duties: Conduct the University of Toronto Concert Band and/or Wind Symphony; teach applied music on the candidate's principal instrument; coach chamber music ensembles; teach undergraduate and graduate courses in Performance and Music Education. Salary: Negotiable; current rank minimum is $39,200. Start Date: September 1, 1994. Application Closing Date: January 1, 1994. Applicants should send a curriculum vitae, a video cassette of their conducting, a video or audio cassette or compact disc of their solo instrumental performances, and arrange to have three letters of reference sent to: Dr. Paul Pedersen, Dean, Faculty of Music, University of Toronto, Toronto, ON M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This term position is funded from external sources and is not a University support sleff position. Submit curriculum vitae, letter summarizing background, achievements and career objectives, and names/feddress of three referees by December 31, 1993, to: Dr. M. Ho, Department of Microbiology & Infectious Diseases, The University of Calgery, 3330 Hospital Drive N.W., Calgary, Alberta T2N 4N1.

UNIVERSITY OF TORONTO - Applications are invited for an Assistant or Associate Professor of Cello (tenure stream). Qualifications: Cellist with substantial teaching experience at the University level and an established professional performing career; a graduate degree is an asset. Duties: Teach cello at the undergraduate and graduate levels; coach chamber music ensembles; conduct orchestra sectional rehearsals; and teach other courses as appropriate to the candidate's training and experience. Salary: Negotiable; rank minima are $36,200 & $46,800. Start Date: September 1, 1994. Application Closing Date: January 3, 1994. Applicants should send a curriculum vitae, a video cassette of their cello teaching, a video or audio cassette or compact disc of their solo cello performance, and arrange to have three letters of reference sent to: Dr. Paul Pedersen, Dean, Faculty of Music, University of Toronto, Toronto, ON M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO - Applications are invited for an Assistant or Associate Professor of Voice (tenure stream). Qualifications: Singer with substantial teaching experience at the University level and an established professional performing career; a graduate degree is an asset. Duties: Teach voice at the undergraduate and graduate levels; assist the Associate Dean in coordinating the Voice Area; and teach other courses as appropriate to the candidate's training and experience. Salary: Negotiable; rank minima are $36,200 & $46,800. Start Date: September 1, 1994. Application Closing Date: January 3, 1994. Applicants should send a curriculum vitae, a video cassette of their voice teaching, a video or audio cassette or compact disc of their solo performances, and arrange to have three letters of reference sent to: Dr. Paul Pedersen, Dean, Faculty of Music, University of Toronto, Toronto, ON M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University, Kingston, Ontario K7L 3N6. Closing date is January 31, 1994.

NURSING

THE UNIVERSITY OF VICTORIA School of Nursing is seeking applications for a leesl one lenure track fecully posilion. The School of Nursing offers a baccalaureele program (both generic and post RN) in collaboration with selected colleges in British Columbia. The Bachelor of Science in Nursing program is available on campus and by distance education. The School is also a partner in a multidisciplinary master's program in policy and practice. Applicants for the position must have an earned doctorate, preferably in Nursing, and a strong clinical background and focus. Evidence of a developing research and publication program is also required. Collaborative and interdisciplinary experience would be assets. Rank and salary are commensurate with qualifications. The University of Victoria School of Nursing encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. Applications should be received by February 1, 1994. Please send a curriculum vitae and the names of three referees to: Dr. Anile Molzahn, Director, School of Nursing University of Victoria, PO Box 1700, Victoria, B.C. V6W 2Y2.

YORK UNIVERSITY, Atkineon College, Department of Nursing invites applications for a full-time tenure stream appointment eveilable for July 1, 1994. (This appointment is subject lo budgetary approval by the University.) Atkinson College is a Faculty of York University whose mission is lo provide e range of degree programmes for adult students studying on a part-time basis, primarily through offcampus, evening courses. Qualifications: Required: A Master's Degree in Nursing end PhD (or nearly complete) in Nursing or a relaled field. Nursing expertise in a quantilelive and qualilalive research, community health and health promotion. Excellent communication skills and experience leaching mature eludents. The applicants should mail or fax a letter and curriculum vitae to Professor Martha Rogers, Acting Chair, Department of Nursing, Atkinson College - York University, 4700 Keele Slreel, North York, Ontario M3J 1P3, Phone (416)736-5271, FAX (416)736-5963. Deadline for receipt of applications is January 31, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenant residents of Canada.

TRINITY WESTERN UNIVERSITY - Nursing. Subject lo budgetary approval, two tenure-track nursing faculty positions in Older Adult and Child-bearing Family (Maternal Child) will be open beginning in August, 1994. Positions require theory and clinical leaching. Doclorate preferred, Masters in Nursing required — preferably in clinical specialty. RNABC registration required. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. Candidates must be able to support the University's Statement of Faith and its Community Slandards agreement. Resumes should be sent to Dr. Julia Emblen, Director of Nursing, Tanily Western University, 7600 Glover Road, Langley, B.C. V3A 6H4 (604)888-7511, local 2201.

UNIVERSITY OF WINDSOR - School of Nursing. Applications are invited for a tenure track faculty position in the School of Nursing available July 1, 1994. The University of Windsor, located in Southwestern Ontario offers baccelaureate education programs lo undergraduate students end registered nurses. A new Master of Science in Nursing program will commence in 1994. Qualifications: Doclorate in Nursing preferred. Considers in a related discipline with Master of Science in Nursing acceptable. Eligible for registration with the College of Nurses of Ontario. In addition to being active in research, the candidate should have teaching experience. Preference will be given lo applicants who can contribute to the new graduate program and lo one or more of the following areas, adult health and/or health promotion. This position is subject to final budgetary approval. The School of Nursing al the University of Windsor is committed lo employment equity and welcomes applicelions from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from men ere particularly encouraged. In accordance with Canadian Immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent resi-

Queen's University

FACULTY VACANCY

The School of Industrial Relations at Queen's University announces an opening beginning with the 1994-95 academic year. The opening is tenure-track position and expected to be filled at the Assistant Professor level. The appointment is with both the School of Industrial Relations and the School of Business. Applicants should have completed a Ph.D. in human resource management or should expect to receive the Ph.D. by Fall, 1994.

We are interested in filling our opening with a person whose research and teaching interests are primarily in the area of human resource management. Preference will be given to those with expertise in compensation, organization change and strategic human resource management. We seek a person with a strong methodological background and who has a commitment to nationally respected scholarly research. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applicants should send a curriculum vitae and at least three letters of recommendation to Professor Bryan Downie, Chair, Faculty Search Committee, School of Industrial Relations, Policy Studies Building, Queen's University, Kingston, Ontario. K7L 3N6 (613) 545-2972.

Halbert Centre for Canadian Studies at the Hebrew University of Jerusalem

VISITING POSITION

CELEBRATING 50 YEARS OF LEARNING 1944-1994

Applications are invited for a visiting appointment to the Halbert Centre for Canadian Studies at the Hebrew University of Jerusalem, Israel, for the academic years 1995-6. Note that applications are requested for appointments in two years time to allow both the Centre and candidates to develop long-term plans.

Applicants should hold university teaching positions in the social sciences, humanities, or law. Applicants will be expected to combine broad teaching and research experience in their field with an ability to emphasize Canadian content. The Centre emphasizes the development of joint Israel-Canada research and an expression of interest in participating in such cooperative work will be of advantage to the applicant.

The visiting appointment will be either for the full academic year (October 1995 to June 1996) or for one semester (October 1995-January 1996, or February to June 1996).

Remuneration includes economy-class return airfare, salary for 4, 5, or 9 months (as appropriate) at the rate of the Hebrew University equivalent to Canadian position, and other benefits accruing to the position.

Additional information and application forms can be obtained by writing to the:

Halbert Centre for Canadian Studies
c/o Canadian Friends of the Hebrew University
3080 Yonge Street, Suite 5024
Toronto, Ontario M4N 3P4
Telephone: (416) 485-8000 Fax: (416) 485-8565

Deadline for completed applications is **January 14, 1994.**

dents of Canada. Consideration of applications will commence on January 31, 1994. Each applicant should send curriculum vitae and the names of three referees to: Dr. Sheila Cameron, Director, School of Nursing, University of Windsor, Windsor, Ontario, Canada N9B 3P4; Phone (519)253-4232, Ext. 2259; Fax (519)973-7084.

THE UNIVERSITY OF WESTERN ONTARIO has a total enrolment of approximately 19,000 full-time equivalent students in graduate, undergraduate, and professional programs. Excellent opportunities exist within the Faculty of Nursing for educational, administrative, and clinical research with an extensive network of cross-appointed faculty from regional health care agencies. Research themes presently under development in the Faculty are transitions in care and self-efficacy. Send a curriculum vitae and the names of three referees to each of the following: Dr. Lillian Bramwell, Dean, Faculty of Nursing, The University of Western Ontario, London, Ontario N6A 5C1; Telephone: (519)661-3399; Fax: (519)661-3928 and Bonnie Adamson, Vice-President, Patient Services, Victoria Hospital Corporation, London, Ontario N6A 4G5; Telephone: (519)667-6623; Fax: (519)667-6628. The University of Western Ontario and Victoria Hospital Corporation are committed to employment equity, welcoma diversity in the workplace, and encourage applications from all qualified individuals including woman and men, members of visible minorities, aboriginal persons, and parsons with disabilities. Position subject to budgetary approval.

THE UNIVERSITY OF WESTERN ONTARIO - The Victoria Hospital Research Institute, Victoria Hospital Corporation and The University of Western Ontario Faculty of Nursing, invite applications for a jointly appointed full-time Nurse Scientist. The incumbent will have half-time responsibilities to each organization for a three year term, renewable. Principal activities will include the establishment of a nursing research program, consistent with research priorities of the Institute (for example health economics, clinical epidemiology, clinical evaluation, technology assessment, nursing administration and/or in primary areas of child health, critical care, oncology, cardiovascular health) collaboration with other disciplines in the development, conduct, and evaluation of research activities; participation in student learning activities; and the supervision of graduate student research. Requirements for the position are an earned doctorate in nursing or a related discipline, a record of funded research, demonstrated skills in teaching, and an ability to provide leadership in maintaining cooperative, productive relationships between the Faculty and the London professional nursing community. The starting date will be negotiated with the successful candidate. Salary and rank will be commensurate with qualifications and experience. As one of the largest teaching hospitals in the country and a dynamic state-of-the-art treatment centre, Victoria Hospital is proud of its reputation for excellence as health care providers, educators, and researchers. As an affiliated teaching hospital of The University of Western Ontario, the organization is committed to the education of students in a variety of health care disciplines, sciences, and administrative areas. The Division of Nursing Services is actively involved in research through the Office of the Director of Nursing Research. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including woman, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO Faculty of Nursing invites applications for full time (12 months) tenure track positions in the following practice areas: community health, family nursing, acute care (B.Sc.N. program) and education and administration (M.Sc.N. program). An earned doctorate in nursing or a related field and demonstrated skill in teaching are required. Rank is open and dependent upon qualifications and experience. Applications will be accepted until positions are filled for July, 1994. Positions are subject to budget approval. The University has a total enrolment of approximately 19,000 full-time equivalent students in graduate, undergraduate and professional programs. It is located in London, a city equidistant from Detroit and Toronto. Excellent opportunities exist for educational, administrative, and clinical research with an extensive network of cross-appointed faculty from regional health care agencies. Send curriculum vitae and names of three referees to: Dr. Lillian Bramwell, Dean, Faculty of Nursing, The University of Western Ontario, London, Ontario N6A 5C1. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

OCCUPATIONAL THERAPY

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Occupational Therapy at The University of Western Ontario is seeking to add to our complement of tenured and probationary clinical faculty positions. In particular, we are seeking individuals with clinical specialization and research focus in one of the following areas: Gerontology, Occupation, Psychogeriatrics or Psychosocial O.T. Candidates must be Occupational Therapists, hold a PhD, and provide clear evidence of the ability to develop and sustain an independant, externally funded program of research. Preference will be given to candidates who have a strong record of relevant research, a proven ability to teach at both the graduate and undergraduate levels, as well as experience in supervision of graduate students. Duties will include teaching, research, graduate student supervision and service. Salary and rank will be commensurate with qualifications and experience. Candidates should forward a curriculum vitae, supporting documents and the names of three referees to: Dr. Helena J. Polatajko, Chair, Department of Occupational Therapy, Faculty of Applied Health Sciences, Elborn College, The University of Western Ontario, London, Ontario N6G 1H1. All applications should be received by January 7, 1994. Late applications may be accepted if suitable candidates have not been found. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Preference will be given to qualified Canadian citizens or permanent residents of Canada. All positions are subject to budget approval.

OPTOMETRY

UNIVERSITY OF WATERLOO - Applications are being accepted for two full-time research optometrists at the Centre for Contact Lens Research, School of Optometry, University of Waterloo. Specific duties will include conducting clinical trials (grant and industry funded), assisting research protocols and reports, data analysis, clinical photography, poster and presentation preparation, and participation in other joint research projects. Applicants should have an O.D. degree or equivalent optometric qualification and/or a graduate degree. Preference will be given to applicants who have experience in contact lens research. Starting salary is from $35,000, negotiable according to experience. The position is contractually limited for an initial period of two years and renewal is contingent upon funding. This is a University staff position. General inquiries and/or letters of application with a current resume should be submitted to Desmond Fonn, Director, Centre for Contact Lens Research, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified woman and men, members of visible minorities, native peoples, and parsons with disabilities.

PEDIATRICS

UNIVERSITY OF BRITISH COLUMBIA - The Department of Paediatrics, University of British Columbia invites applications for a full-time academic paediatric respiratory physician, grant tenure track. The Department of Paediatrics is based at B.C.'s Children's Hospital which is a 250 bed, free-standing tertiary care children's teaching hospital. This is the only children's hospital in British Columbia and houses a 45 bed Neonatal Intensive Care Unit and a 23 bed Paediatric Intensive Care Unit. The Hospital coordinates the Provincial Cystic Fibrosis Program and there are two respirologists currently running the general Respiratory Service, which includes the Respiratory Clinic, Pulmonary Function Laboratory, Inpatient consultation service and flexible bronchoscopy and sleep services. There is a research center on the site with strong basic research programs allied to paediatric respiratory medicine, and there is collaboration with the Pulmonary Research Division at St. Paul's Hospital. Applicants should be qualified in paediatrics and respiratory medicine. Experience in all aspects of clinical respirology is essential. The candidate will be expected to be involved in teaching at all levels. A strong background in research will be important to allow independent research and further development of the academic goals of the Department in this area. Salary will be commensurate with education and experience. Position starts July 1, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. **UBC** welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Submit application and current curriculum vitae with at least three references no later than February 28, 1994, to: Dr. Judith G. Hall, Head, Department of Paediatrics, B.C. Children's Hospital, 4480 Oak Street, Vancouver, B.C. V6H 3V4.

PHARMACY

THE UNIVERSITY OF BRITISH COLUMBIA - Applications are invited for two full-time, tenure track positions in the Division of Pharmacy Administration at The University of British Columbia to commence 1 July 1994. One position will be appointed at a senior level to fill the recently endowed Tong Louie Chair in Pharmacy Administration. The second position will be at the rank of assistant professor although an appointment at a higher rank may be considered depending upon qualifications and experience. Applicants should preferably possess a first degree in pharmacy and a doctorate in Pharmacy or Business Administration, or one of the social-behavioral fields. The successful candidates will join an established Division of Pharmacy Administration and will assist in the development of undergraduate, graduate and continuing education programs and research activities. We particularly encourage applications from individuals who have demonstrated teaching and research expertise in: pharmacy practice, pharmacy and health policy, pharmacoeconomics, the sociology of health and illness, marketing and/or business management. Salary is negotiable and commensurate with experience and qualifications (subject to budgetary approval). Deadline for applications: 28 January 1994. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Requests for further information and applications (with the names of three referees) should be sent to: Dean John H. McNeill, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall, Vancouver, B.C. V6T 1Z3.

PHILOSOPHY

YORK UNIVERSITY, Faculty of Arts, Department of Philosophy. Two contractually limited appointments for 1994-5, pending budgetary approval. Salary competitive, with excellent benefits. AOC: 1) logic and philosophy of language; 2) feminism and existentialism. Applications, with CV, brief writing sample, and academic references, should be sent to: Prof. Margaret Schabas, Acting Chair, Department of Philosophy, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for applications is January 15, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH - The Department of Philosophy at the University of Guelph invites applications for a full time, tenure track position at the rank of Assistant Professor. Candidates will be expected to have a PhD degree by the time of appointment. The area of specialization is open though it would be an asset if candidates were qualified to teach an undergraduate course in the Philosophy of the Environment. In addition to someone who is committed to teaching at the undergraduate level the Department is looking for a candidate who demonstrates the potential to make a strong contribution to our graduate program, by way of teaching, supervision of graduate students, and research. At the doctoral level the Department has a joint program with McMaster University. Applications, including a curriculum vitae, a statement of research experience and interests, and the names of three referees, should be sent to Brain Calvert, Chair, Department of Philosophy, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Fax (519)837-8634. Closing date: January 7, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program which includes special measures to achieve diversity among its faculty and staff. The Department, therefore, particularly encourages applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and woman. The appointment is subject to budgetary approval.

YORK UNIVERSITY, Faculty of Arts, Department of Philosophy. Assistant Professor, tenure-stream appointment in logic, pending budgetary approval. Salary competitive, with excellent benefits. This advertisement replaces our recently advertised contractually limited appointment in logic and philosophy of language. Those who have already applied for that appointment in the same field will be automatically considered. Applications, with CV, brief writing sample, and academic references, should be sent to: Prof. Margaret Schabas, Acting Chair, Department of Philosophy, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for applications is January 31, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY - The Department of Philosophy at Acadia University invites applications for a tenure-track appointment (position #11003) at the Assistant Professor level up to Grid Step 4, beginning 1 July 1994. Applicants must have a PhD by the appointment date and will have as area of specialization: Early Modern Philosophy and Kant. The candidate will have, as areas of competence, one or more of: Aesthetics, Metaphysics, and Epistemology, Feminist Philosophy, Recent Trends. The candidate must show evidence of teaching ability. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Roger Forsman, Chairperson, Selection Committee, Department of Philosophy, Acadia University, Wolfville, N.S. B0P 1X0. The deadline for application is 15 January, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill this position.

MOUNT SAINT VINCENT UNIVERSITY - Applications are invited for a tenure-track position in the Department of Philosophy at the rank of Assistant Professor beginning July 1, 1994. Salary is based on MSVU's Collective Agreement and appointment is subject to budgetary approval. Applicants should have a PhD, a broad competence in Philosophy and be able to teach introductory courses with an emphasis on critical thinking. The philosophy of religion. An interest in feminist thiory is also desirable. Letters of application with Curriculum Vitae and the names of three referees should be sent to Dr. Pierra Peyer, Chair, Department of Philosophy, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6. Mount Saint Vincent is dedicated primarily to the education of woman and is an equal opportunity employer. In accordance with Canadian immigration requirements this notice is directed to Canadian citizens and landed immigrants. The deadline for applications is January 31, 1994.

McGILL UNIVERSITY, Montreal, Canada. The Department of Philosophy invites applications for two full time visiting professors beginning September 1, 1994. Rank is open. Both positions are subject to budgetary constraints. One position is in social/political philosophy and a second in the philosophy of science. We hope to fill at least one of thasa positions at the associate or full professor laval; applications from senior members of tha profession are welcome. Standard teaching load is 2/2; candidates must be able to demonstrate that they are strong teachers. Those appointed to the position will not ba axpected to take on administrative tasks, but thay should axpect to play an active role in our graduate program. Applicants at the assistant professor level should arranga to send their complete dossiers. Those at tha associate or full level should send a CV and a letter of application. Tha positions will ba filled as soon as practicable. McGill University is committed to equity in employment. Applications should be sent to: Search Committee, Dept. of Philosophy, McGill University, Leacock Building, 855 Sherbrooke Street West, Montreal, PQ, Canada H3A 2T7. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF OTTAWA invites applications for three tenure-track positions in philosophy baginning July 1, 1994. Hiring for these positions will be subject to budgatary approval. The areas of specialization for tha three positions are: (1) Ancient Philosophy (2) Contemporary Continental Philosophy (3) Epistemology or Ethics with strong interest in Applied Ethics. Any one of the three positions may be filled at the senior level (Associate or Full Professor). At least two of the positions will be filled at the level of Assistant Professor. For all positions: A PhD is required. Salary will ba datarmined in accord with tha Collective Agreemant of the University. Bilingualism (English-French) is a condition of tenure. Employment equity is a University policy. Tha University strongly encourages applications from woman. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanant residants. Applications, including a curriculum vitae, three letters of reference, and any other supporting documents attesting to excellence in teaching and research must be sent by December 31, 1993 to Professor Hilliard Aronovitch, Chair, Department of Philosophy, University of Ottawa, Ottawe, Ontario K1N 6N5. Fax: (613)564-7668.

L'UNIVERSITE D'OTTAWA sollicite las candidaturas pour trois postes de professeur(e) da philosophia menant à la parmanance. L'attribution définitiva das postes sera soumise aux dispositions budgétaires de l'Université d'Ottawa. L'entrée en fonction est fixée au premier juillet 1994. Pour cas trois postes, las champs respectifs da spécialisation sont: (1) philosophia ancianna (2) philosophie continantale contemporaine (3) théoria de la connaissance ou éthique avec intérêt spéciel en éthique appliquée. L'un de ces trois postes pourra être attribué à un profes seur(e) agrégé(e) ou titulaire. La rang professoral d'eu moins deux de ces postes sera celui d'adjoint(e). Pour tous les postes: Le doctorat en philosophia at requis. Le traitment sera établi conformément aux normes de la convention collective. La bilinguisma (français at anglais) est exigé pour l'octroi da la permanence. L'Université prône l'équité en matière d'emploi et encourage fortemant la présentation de candidatures féminines. Conformément aux exigences prascritas en matière d'immigration au Canada, cet evis de concours d'adressa aux citoyen(ne)s canadien(nas) at aux résident(e)s permanant(e)s. Acheminer la lettre de candidature, la curriculum vitas, trois lettres de référance, at tout autre documant attastant de l'excellence dans l'enseignement at la recherche, avant le 31 décembre 1993 à: M. Hilliard Aronovitch, Directeur, Département da philosophie, Université d'Ottawa, Ottawa, Ontario K1N 6N5. Téléc.: (613)564-7668.

BISHOP'S UNIVERSITY - The Department of Philosophy at Bishop's University invites applications for a sabbatical replacement position, at the renk of lecturer or assistant professor, commencing July 1st, 1993. A candidate with a PhD and teaching experience is being sought. The salary for the assistant professor rank will be approximately $40,000. The successful candidate will be expected to teach undergraduate courses in 19th century German philosophy, existentialism, introductory philosophy of religion, and in at least two other areas: philosophy of art, phanomenology, the Rationalists, tha Empiricists. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications,

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UNIVERSITY OF REGINA

HEAD OF PHYSICS
PROFESSOR OF INTERMEDIATE ENERGY NUCLEAR/PARTICLE PHYSICS

The University of Regina is seeking to fill a senior level position, Head of Physics, with an outstanding candidate whose personal research specialty is in the field of experimental or theoretical intermediate energy nuclear/particle physics. The successful candidate must have proven leadership qualities and teaching experience. The ability to attract external funding will be an asset.

The department offers degrees to the level of Ph.D. and has research programs in low temperature physics, crystallography, theoretical and intermediate energy physics. The intermediate energy group, REGIE, currently has research programs in electronuclear physics at INS, NIKHEF and CEBAF and in meson nuclear physics at TRIUMF.

The position will begin July 1, 1994. Nominations and applications, complete with curriculum vitae and the names ot three referees, are solicited by the **Physics Selection Committee, Department of Physics, University of Regina, Regina, Saskatchewan, S4S 0A2,** with an application deadline of **January 15, 1994.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

Head, Department of Chemistry
Queen's University

Queen's University at Kingston invites applications from outstanding scholars for a tenure-track position as Head of the Department of Chemistry, effective July 1, 1994 (or as negotiated).

The successtul candidate will have outstanding leadership skills and an exceptional record as a teacher, scientist and administrator.

The Department of Chemistry currently has 28 full-time faculty members, 21 staff, and vigorous graduate and undergraduate programmes. Significant development opportunities in the Department include:

(1) Staffing the Bader Chair, a newly endowed Chair in Organic Chemistry;
(2) Building a Department in which 50% of present faculty retire over the next 10 years;
(3) Building an interdisciplinary programme in Environmental Science based in the natural science disciplines, with the potential for future linkages with social science departments.

The appointment will be at the rank ot Professor with salary commensurate with qualifications and experience.

Applications should be accompanied by a curriculum vitae and the names of three referees. The closing date for applications is **January 31, 1994.** Please send applications to:

Dr. Laureen Snider, Chair
Advisory Committee for the Headship of the Department of Chemistry
Faculty of Arts and Science
Queen's University
Kingston, Ontario
K7L 3N6

Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities, and visible minorities. The University is willing to help the spouse of a new appointee to seek suitable employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Manitoba

Faculty of Medicine

DIRECTOR
SCHOOL OF MEDICAL REHABILITATION

Applications are invited for the position of Director, School of Medical Rehabilitation, Faculty of Medicine, University of Manitoba commencing July 1, 1994 or sooner. The appointment will be tull-time, tenured at the rank of Professor. The School is responsible for education at the undergraduate level in both Occupational Therapy and Physical Therapy and for a postgraduate program in Physical Therapy.

Candidates should have a minimum of a Ph.D. (or a Masters with equivalence) in a related discipline, as well as a professional degree in either Occupational Therapy or Physical Therapy. Several years of administrative experience, professional accreditation, a teaching and research background and appropriate leadership qualities would all be expected. Applicants should be eligible for membership in the National Association of their discipline.

The University ot Manitoba offers good working conditions, a competitive salary and an attractive fringe benefit package. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications and nominations accompanied by a curriculum vitae and the names and addresses of three referees should be submitted not later than **Oecember 31, 1993** to: **Dr. N.R. Anthonisen, Dean, Chair, School of Medical Rehabilitation Search Committee, Faculty of Medicine, University of Manitoba, A101 - 753 McDermot Avenue, Winnipeg, Manitoba, R3E 0W3.**

including a curriculum vitae and the names of three referees, should be sent by January 10th, 1994, to Dr. Garry Retzlaff, Dean of Humanities, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

PHYSICS

THE UNIVERSITY OF NEW BRUNSWICK - The Department of Physics/ Sciences at the Saint John Campus of The University of New Brunswick invites applications for a tenure-track position in Physics starting July 1, 1994. The Saint John Campus offers the first two years of a program leading to a major and honours degree in Physics. The appointment, which is subject to final budgetary approval, is at the Assistant Professor level. The successful candidate will be expected to have a PhD degree, some undergraduate teaching experience, a demonstrated potential for research and scholarly activity and a desire to supervise graduate students. An interest in NMR imaging would be an advantage for team research. Applicants should submit a curriculum vitae and the names of three referees prior to January 31, 1994 to: Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

ACADIA UNIVERSITY: The Department of Physics invites applications for a tenure-track position (position #21004) at the rank of Assistant Professor, salary to grid step 4, effective 1 July 1994. There being no graduate program in physics at Acadia, the primary responsibility of the successful applicant will be undergraduate teaching, and it is expected that a component of the applicant's research would involve the training of undergraduate students. The current research interests of the Department are in areas of applied physics, such as plasma physics including Langmuir probes, thin film devices including electochromics, and the electrical breakdown of gases. A PhD in Physics is required along with a strong background in electronics, computer usage and solid state physics. Acadia University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University reserves the right not to fill the position. Letters of application and a complete curriculum vitae should be sent to Dr. Cyrus MacLatchy, Department of Physics, Acadia University, Wolfville, NS B0P 1X0. Applicants should arrange to have three referees send letters of reference to the same address. The names, telephone numbers and addresses of the referees should be included with the application. The deadline for receipt of applications and letters of reference is 1 February 1994.

ST. FRANCIS XAVIER UNIVERSITY - The Department of Physics at St. Francis Xavier University invites applications for a limited term sabbatical replacement position for an experimentalist at the rank of Assistant Professor. Appointments will be for one year contingent upon budgetary approval. Teaching responsibilities will include advanced undergraduate laboratory and electronics. The department's research activities include: Experiments: Atomic Physics, Laser Physics, Low Temperature, Magnetic Phase Transitions, Neutron Scattering; Theory: Biophysics, Statistical Mechanics, Condensed Matter Physics. Research activity in one of these areas will be an advantage but is not essential. Deadline for applications is February 28, 1994. The applicants should send their curriculum vitae and names and addresses of three referees to: Dr. Y.N. Joshi, Chair, Department of Physics, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF BRITISH COLUMBIA - The Physics Department invites applications for a tenure-track position at the Assistant Professor level, commencing July 1st, 1994, in the field of theoretical physics. Priority will be given to applicants with interests in elementary particle phenomenology or condensed matter physics. Exceptional candidates in other fields will also be considered. Candidates should have a PhD degree or equivalent, some postdoctoral experience, an outstanding research record and an aptitude for undergraduate and graduate teaching. The appointment is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. Applicants should submit a curriculum vitae and a statement of current research interests and future plans. They should also arrange to have three letters of reference sent directly to: Prof. B.G. Turrell, Head, Dept. of Physics, The University of British Columbia, 6224 Agricultural Road, Vancouver, B.C. V6T 1Z1 Canada. The deadline for receipt of all application material is: March 1st, 1994.

PHYSIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Physiology, University of British Columbia, invites applications for two tenure track faculty positions at the assistant professor level. Applicants should possess an M.D. and/or PhD and an appropriate biological science and have two or more years of post-doctoral experience. They should be able to provide evidence that they will be able to develop a strong independent research program and obtain grant support from appropriate agencies. Research interests may be in any area of physiology, however, successful applicants will be expected to teach undergraduate science students and medical students in organ system physiology not necessarily related to their area of research. Competence in medical and undergraduate teaching will be an important selection criterion. Salary will be commensurate with qualifications and experience. Starting dates are negotable but it is intended to fill both positions by September 1, 1994. The positions are subject to final budgetary approval. Applications including curriculum vitae, a brief statement of research interests and the names of three individuals willing to supply a letter of reference should be submitted by January 31, 1994 to: K.G. Baimbridge, Head, Department of Physiology, University of British Columbia, Vancouver, B.C. V6T 1Z3. The University of British Columbia welcomes all qualified applicants, especiely women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

POLITICAL SCIENCE

UNIVERSITY OF TORONTO - The Department of Political Science at the University of Toronto invites applications for a tenure track position in the field of Comparative Politics of developing areas. We seek a person who can teach courses and direct research about Latin America, Southeast Asia or South Asia; who has practical development experience that cuts across the major regions of the Third World. The position will be at the rank of Assistant Professor beginning July 1994 and is subject to budgetary approval. Applicants should have a PhD or be near completion. Teaching responsibilities would be at the graduate and undergraduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordence with its employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, abonginal peoples and persons with disabilities. Applicants should have 3 referees send letters of recommendation under separate covar to the address below. Applicants should also send a current curriculum vitae to: Professor Robert O. Matthews, Chair, Department oi Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 1A1. Deadline: February 4, 1994.

YORK UNIVERSITY. Faculty of Arts, Department of Political Science. A tenure-track position at the assistant professor level in Canadian Politics with a specialization in public policy and public administration. Appointment to commence July 1, 1994. Requirements: PhD or equivalent; demonstrated research, teaching and publication abilities. Salary: commensurate with qualifications. Applications, with CV, appropriate samples of scholarship, and teaching evaluations, should be sent to: Prof. L. Panitch, Chair, Department of Political Science, Faculty of Arts, S669 Ross, York University, North York, Ont. M3J 1P3. Applicants should also arrange to have three letters of reference sent directly to the Chair. Deadline for applications is February 1, 1994. The appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY - The Department of Political Science of Wilfrid Laurier University invites applications for several limited-term appointments, subject to budgetary approval, commencing July 1, 1994. Persons to be hired will teach courses such as Introduction to Political Science, Canadian Politics, Research Methods (Quantitative Analysis), Political Parties, Women and Politics, Developing Countries, Public Opinion, Elected Bodies and Public Administration, and Urban Politics. The Department has both undergraduate and graduate programs. The University is committed to Employment Equity policies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and the names oi three referees, should be sent by January 31, 1994 to: Dr. John McMenemy, Chair, Department of Political Science, Wilfrid Laurier University, Waterioo, Ontario N2L 3C5; Telephone: (519)884-1970, ext. 3374; Fax: (519)746-7908; e-mail: jmcmenem@mach1.wlu.ce.

WILFRIO LAURIER UNIVERSITY - The Department of Political Science of Wilfrid Laurier University invites applications for a tenure-track appointment in International Relations commencing July 1, 1994. Courses currently taught in the field include Theories oi international Politics, International Organization, Foreign Policy Analysis (Canada and United States), and Theories and Case Studies of Conflict Analysis and Management. The Department has both undergraduate and graduate programs. The University is committed to Employment Equity policies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and the names of three referees, should be sent by January 31, 1994 to: Dr. John McMenemy, Chair, Department of Political Science, Wilfrid Laurier University, Waterioo, Ontario N2L 3C5; Telephone: (519)884-1970, ext. 3374; Fax: (519)746-7908; e-mail: jmcmenem@mach1.wlu.ce.

UNIVERSITY OF VICTORIA - The Department of Political Science, University of Victoria, invites applications from persons specializing in International Relations/Canadian Foreign Policy for a tenure-track position at the Assistant Professor level. The position is subject to budgetary approval. Applicants should have a PhD or be near completion, a strong commitment to teaching and research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its employment equity policy, the University of Victoria encourages applications from qualified women or men, members of visible minorities, abonginal peoples and persons with disabilities. Applicants should have 3 referees send letters of recommendation under separate covar to the address below. Applicants should also send a current curriculum vitae to: Professor Robert O. Matthews, Chair, Department oi Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 1A1. Deadline: February 4, 1994.

YORK UNIVERSITY. Faculty of Arts, Department of Political Science. A tenure-track position at the assistant professor level in Canadian Politics with a specialization in public policy and public administration. Appointment to commence July 1, 1994. Requirements: PhD or equivalent; demonstrated research, teaching and publication abilities. Salary: commensurate with qualifications. Applications, with CV, appropriate samples of scholarship, and teaching evaluations, should be sent to: Prof. L. Panitch, Chair, Department of Political Science, Faculty of Arts, S669 Ross, York University, North York, Ont. M3J 1P3. Applicants should also arrange to have three letters of reference sent directly to the Chair. Deadline for applications is February 1, 1994. The appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY - The Department of Political Science of Wilfrid Laurier University invites applications for several limited-term appointments, subject to budgetary approval, commencing July 1, 1994. Persons to be hired will teach courses such as Introduction to Political Science, Canadian Politics, Research Methods (Quantitative Analysis), Political Parties, Women and Politics, Developing Countries, Public Opinion, Elected Bodies and Public Administration, and Urban Politics. The Department has both undergraduate and graduate programs. The University is committed to Employment Equity policies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and the names oi three referees, should be sent by January 31, 1994 to: Dr. John McMenemy, Chair, Department of Political Science, Wilfrid Laurier University, Waterioo, Ontario N2L 3C5; Telephone: (519)884-1970, ext. 3374; Fax: (519)746-7908; e-mail: jmcmenem@mach1.wlu.ce.

WILFRIO LAURIER UNIVERSITY - The Department of Political Science of Wilfrid Laurier University invites applications for a tenure-track appointment in International Relations commencing July 1, 1994. Courses currently taught in the field include Theories oi international Politics, International Organization, Foreign Policy Analysis (Canada and United States), and Theories and Case Studies of Conflict Analysis and Management. The Department has both undergraduate and graduate programs. The University is committed to Employment Equity policies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and the names of three referees, should be sent by January 31, 1994 to: Dr. John McMenemy, Chair, Department of Political Science, Wilfrid Laurier University, Waterioo, Ontario N2L 3C5; Telephone: (519)884-1970, ext. 3374; Fax: (519)746-7908; e-mail: jmcmenem@mach1.wlu.ce.

UNIVERSITY OF VICTORIA - The Department of Political Science, University of Victoria, invites applications from persons specializing in International Relations/Canadian Foreign Policy for a tenure-track position at the Assistant Professor level. The position is subject to budgetary approval. Applicants should have a PhD or be near completion, a strong commitment to teaching and research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, abonginal peoples and persons with disabilities. Applicants should have 3 referees send letters of recommendation under separate covar to the address below. Applicants should also send a current curriculum vitae to: Professor Robert O. Matthews, Chair, Department oi Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 1A1. Deadline: February 4, 1994.

YORK UNIVERSITY. Faculty of Arts, Department of Political Science. A tenure-track position at the assistant professor level in Canadian Politics with a specialization in public policy and public administration. Appointment to commence July 1, 1994. Requirements: PhD or equivalent; demonstrated research, teaching and publication abilities. Salary: commensurate with qualifications. Applications, with CV, appropriate samples of scholarship, and teaching evaluations, should be sent to: Prof. L. Panitch, Chair, Department of Political Science, Faculty of Arts, S669 Ross, York University, North York, Ont. M3J 1P3. Applicants should also arrange to have three letters of reference sent directly to the Chair. Deadline for applications is February 1, 1994. The appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

POLITICAL STUDIES

BISHOP'S UNIVERSITY - Political Studies. Applications are invited lor a tenure-track position at the Assistant Professor level in the Department oi Political Studies, Bishop's University, beginning July 1, 1994. The candidate must be competent to teach International Relations and one regional specialization such as Asian politics. Completed PhD is required. Evidence of Politics and publication required. Applications should be made to Dr. C. Rose, Dean, Division of Social Sciences, Bishop's University, Lennoxville, Québec J1M 1Z7. Applicants should submit a recent curriculum vitae and arrange lor three letters oi reference to be sent before the closing date of January 31, 1994. This position is advertised under conditions of equal opportunity employment and Canadian Immigration requirements.

POLITICS

RYERSON POLYTECHNIC UNIVERSITY - The Department of Politics/School of Public Administration at Ryerson Polytechnic University invites applications for a tenure track position at the Assistant Professor level commencing in the Fall of 1994. The successful candidate will have primary teaching and research interests in Canadian Public Administration/Public Policy in addition to expertise in another field of Politics. Candidates committed to teaching and research in a collegial, student-centered department are encouraged to apply. Applicants should have a PhD, teaching experience, defined research interests and enthusiasm lor innovative, career-oriented university education. This advertisement is directed to Canadian citizens and landed immigrants. Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified candidates, including women, visible minorities, aboriginal peoples and people with disabilities. Applicants should apply by January 3, 1994 including a curriculum vitae and the names and address of three referees to: Dr. Myer Siemiatycki, Chair, Department of Politics/School of Public Administration, Ryerson Polytechnic University, 350 Victoria St., Toronto, Ontario M5B 2K3.

UNIVERSITY OF NEW BRUNSWICK - Saint John Campus, Politics. Applications are invited for an entry level tenure-track position. Candidates must have completed a doctorate. The successful candidate will be able to teach political philosophy and Canadian constitutional politics. We are particularly interested in language issues and the question of rights. Bilingualism would be an asset. Rank and salary will be commensurate with qualifications and experience. Application deadline for receipt of applications is March 1, 1994. Applications, including a curriculum vitae, should be sent to Professor Jerome Wilson, Chair, Department of Political Science, University of Victoria, Box 3050, Victoria, British Columbia V8W 3P5. Applicants should also have three letters of reference sent directly to the Chair.

THE UNIVERSITY OF WESTERN ONTARIO - At least two, and up to four tenure-track appointments will be made commencing July 1, 1994, subject to final budgetary approval. Candidates must have the PhD. We are particularly interested in receiving applications from those with substantial teaching and research interests in the areas oi Canadian/public policy; international relations/Canadian foreign policy; comparative politics/international political economy; and local government/public administration. The Department will welcome candidates with a theoretical orientation in any of the above fields. One or more limited term appointments may also be made in the fields listed above, commencing July 1, 1994. Appointments will be made at the rank of Assistant or Associate Professor. Salary is negotiable. Applications, together with a c.v. and the names of 3 referees, should be directed to: Professor Elizabeth Riddell-Dixon, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, Ontario, Canada N6A 5C2. Deadline for receipt of applications: February 1, 1994. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Ndpissing offers equal employment opportunities to all qualified applicants. Applicants should submit a curriculum vitae and the names oi three referees to Dr. Ted Chase, Dean oi Arts and Science, Ndpissing University, Box 5002, North Bay, Ontario P1B 8L7, Telephone (705)474-3450.

MOUNT ALLISON UNIVERSITY - Department of Psychology. Applications are invited for tenure-track or term positions in the following areas: Behavioural Neuroscience; Cognitive Psychology; Learning & Perception; Personality & Abnormal Psychology. Successful candidates should hold a PhD and have a demonstrated commitment to teaching and research. The appointments will commence on July 1, 1994, subject to budgetary approval. The ranks at which these appointments will be made, and the 1993-94 salary ranges for these ranks are, Assistant Professor, $34,784 to $48,872 and Associate Professor, $44,176 to $67,655. An application should include a curriculum vitae, statement of research and teaching interests, three letters oi recommendation, and samples of scholarly activity, and be sent to: Dr. Ben R. Slugoski, Head and Chair of the Search Committee, Department of Psychology, Mount Allison University, Sackville, N.B. Canada E0A 3C0. The closing date for receipt of applications is January 31, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from minority groups and both genders.

ST. FRANCIS XAVIER UNIVERSITY - The Department of Psychology at St. Francis Xavier University invites applications for a position at the Assistant Professor or Lecturer level for a one-year term beginning September 1994. Completed PhD or evidence of near completion is required. Candidates should be able to teach undergraduate courses in Developmental and/or Social Psychology and in at least one other area, including Introductory. The expected teaching load includes three two-semester courses, with a minimum of two preparations. The position is subject to budgetary approval. In conformance with Immigration Canada requirements, priority will be given Canadian citizens and permanent residents. Closing date for applications is March 15, 1994. Applicants should send a curriculum vitae to Dr. R. Johnson, Chair, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0.

TRINITY WESTERN UNIVERSITY - Psychology. The graduate (M.A.) program in Counselling at Trinity Western University is seeking to fill a tenure track position in Family Counselling at the Jr. Assoc. Prof. level. The position must possess an earned doctorate in Counselling, appropriate professional certification, a practitioner orientation but also scholarly publications and experience both in university teaching and in supervision of theses in some aspect of Family Counselling. The candidate will also have a commitment to and the ability to articulate in scholarly fashion the integration of evangelical Christian perspectives with the discipline. Teaching load includes teaching and administering practicums for skills development, instructing courses in Family and Group Counselling and supervision of theses. The deadline for receipt of applications is Jan. 30/94 for a Sept. 1/94 appointment. Reply with curriculum vitae to Dr. Kenneth Davis, Dean of Graduate Affairs, Trinity Western University, 7600 Glover Road, Langley, B.C. V5A 6H4. T.W.U. is a private Christian university with an evangelical orientation. In accordance with Canadian immigration requirements, this advertisement is directed primarily to Canadian citizens or permanent residents.

ACADIA UNIVERSITY, Department of Psychology, is seeking two faculty members for full-time tenure-track positions (position #s 21101, 21104) at the Assistant Professor Level, up to Grid Step 4, beginning July 1, 1994. Qualifications for the positions include academic credentials, an active research program and teaching ability. One position is for a clinical psychologist and one for an experimental psychologist, broadly defined. All qualified individuals are encouraged to apply, but the department is particularly interested in individuals with expertise in one or more of the following areas: human physiological psychology, psychopethology, neuropsychology, social psychology, psychology of language, family violence, gerontology, forensic psychology. The Psychology Department, which has a complement of eleven faculty members, offers Bachelors, Honours and Master's degrees, and is a partner in the doctoral program in clinical psychology offered jointly with Dalhousie University, Saint Mary's University, and Mount Saint Vincent University. Acadia University is located in Wolfville, in the historic and picturesque Annapolis Valley, an hour's drive from Halifax. Situated on a slope, the town overlooks diked meadows and the Minas Basin, off the Bay of Fundy. The residential character of the university and small town ambiance contribute to a strong sense of community. The Department of Psychology occupies a newly renovated building, providing good seminar, laboratory, and office space. In accordance with Employment and Immigration Canada regulations, this position is offered in the first instance to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer. Applications from women and minority groups are encouraged. Apply by sending a curriculum vitae, three letters of reference, a selected reprint, and evidence of teaching ability to Dr. Myles Genest, Head, Department of Psychology, Acadia University, Wolfville, N.S., Canada B0P 1X0. Inquiries can also be send via internet to myles.genest@acadiau.ca. Closing date for applications is January 1, 1994.

DALHOUSIE UNIVERSITY - The Department of Psychology at Dalhousie University is seeking a clinical psychologist devoted to the ideals of the scientist/practitioner model. Candidates must have demonstrated ability in research in clinical psychology and special expertise in quantitative methods or developmental psychology. Supervision of clinical students will be an essential part of the duties. This appointment, which is advertised subject to budgetary approval, for a tenure-track Assistant Professor will take effect on September 1, 1994. Our programme is a co-operative programme with Acadia, Saint Mary's and Mount Saint Vincent Universities. We have excellent clinical and research relationships with teaching hospitals and with other academic units. Please send curriculum vitae and have three letters of reference sent to Dr. Patrick McGrath, Department of Psychology, Dalhousie University, Halifax, Nova Scoha Canada B3H 4J1 by February 16, 1994. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT SAINT VINCENT UNIVERSITY - Department of Psychology. Applications are invited for a mini mum sessional position at the Lecturer or Assistant Professor level in the Department of Psychology beginning August 15, 1994 and ending May 12, 1995. Salary is based on Mount Saint Vincent University's Collective Agreement and appointment is subject to the applicant possessing a PhD or near completion of degree required. Applicants should have a background in developmental psychology and should be prepared to teach advanced courses in cognitive and language development and possess expertise in research. Letters oi application, a Curriculum Vitae and the names of three referees should be sent to Jen McLaren, PhD, Chair, Department oi Psychology, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6. Mount Saint Vincent University is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be accepted until the position is filled.

UNIVERSITY OF WINDSOR - The Department of Psychology at the University of Windsor invites applications for a one year limited term position (Assistant Professor), beginning July 1, 1994. Applicants should hold the PhD degree in psychology. This position primarily involves teaching undergreduate and graduate courses in methodology and statistics. The successful applicant is also expected to provide consultative support in statistics and methodology. Applications

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University of Toronto

Faculty of Education

Applications are invited for two positions.

For the tenure stream position in Curriculum and Instruction: English Education (preferably both elementary and secondary), preferred candidates will possess a doctoral degree and have relevant field-based experience. Knowledge about the education of teachers, and demonstrated scholarship are requirements. Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

For the position of Senior Tutor in Curriculum and Instruction: History and Social Sciences Education, preferred candidates will have experience in teacher education, several years' experience teaching in schools, demonstrated leadership in curriculum innovation, a graduate degree at the Master's level, and an interest in research and inquiry. Duties will include program development, teaching in preservice and inservice programs, practicum supervision, and field development.

Rank and salary for the positions will be commensurate with qualifications and experience. Appointments will commence July 1, 1994, or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by **January 30, 1994 to Professor Michael Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.** In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Université de Montréal

Rhône-Poulenc Rorer Chair in Pharmacoeconomics at the Université de Montréal

The Department of Pharmacology of the University of Montreal is opening a position for a Chair in pharmacoeconomics jointly supported by Rhône-Poulenc Rorer Canada and the Faculty of Medicine of the University of Montreal. Candidates should have training in medical or pharmaceutical sciences as well as in economics and experience in pharmacoeconomics research. The person should have demonstrated capability in developing an academic research program in pharmacoeconomics and in teaching at undergraduate and graduate levels. The candidate will be appointed on a tenure tract position in the Department of Pharmacology and will interact with researchers of the Department of Pharmacology, the Department of Health administration and of the Faculty of Pharmacy in order to contribute to the development of expertise and methodologies of national interest in the field of pharmacoeconomics. Applicants should submit a curriculum vitae together with list of publications and three references to:

André De Léan, M.D., Ph.D.,
Professor and Director
Department of Pharmacology
Faculty of Medicine
University of Montreal
P.O. Box 6128, Station "A"
Montreal, Qc
H3C 3J7
Tel.: (514) 343-6334
Fax: (514) 343-2359

UNIVERSITÉ LAVAL

Département de génie mécanique

Faculté des sciences et de génie

PROFESSEUR, PROFESSEURE

Le Département de génie mécanique de l'Université Laval désire pourvoir un poste de professeur de carrière en génie industriel (par exemple, recherche opérationnelle, production industrielle, maintenance industrielle, systèmes manufacturiers ou ingénierie simultanée). Le département est composé d'une équipe de 25 professeurs qui encadrent 600 étudiants et étudiantes au premier cycle et 110 aux niveaux supérieurs.

Description du poste :

Participer à l'enseignement aux trois cycles, à l'encadrement des étudiants et autres activités connexes, à la réalisation de projets de recherche subventionnés ou contractuels et aux autres tâches du fonctionnement universitaire.

Qualifications :

Être titulaire d'un doctorat en génie industriel ou en génie mécanique avec orientation en génie industriel, ou être sur le point de l'obtenir.

Être membre de l'Ordre des ingénieurs du Québec ou pouvoir le devenir.

Pouvoir enseigner en français.

L'Université Laval applique un programme d'accès à l'égalité en emploi.

Conformement aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

Le traitement est selon la convention collective en vigueur.

Les personnes intéressées doivent faire parvenir leur curriculum vitae et trois références au plus tard le 1er avril 1994 à :

Dr. Oetiel Kretschmer, directeur
Département de génie mécanique
Université Laval
Québec, QC Canada G1K 7P4

should be received by February 4, 1994. This position is subject to final budgetary approval. In accordance with Canadian Immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. Send curriculum vitae and three letters of reference to: Dr. R. Robert Orr, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4; FAX: 519-973-7021.

THE UNIVERSITY OF WESTERN ONTARIO Department of Psychology invites applications for one three-year (limited-term) appointment at the Assistant Professor level. We are seeking to make the appointment in one of the two following areas: (1) Child-Clinical. We are seeking applicants with doctoral training in Clinical Psychology or Developmental Psychology (with a clinical emphasis). Our preference is for candidates with research and teaching interests relevant to both the developmental and clinical programs (such as pediatric psychology, family systems, or adolescence). Notice of this child-clinical area position is directed toward Canadian citizens, permanent residents of Canada, and applicants of other countries. (2) Clinical Psychology. Applicants with research interests in any other area of clinical psychology (outside of child-clinical) will be considered. Notice of this second clinical areas position, in accordance with Canadian Immigration requirements, is directed to Canadian citizens or permanent residents of Canada. For either of the two areas listed above, the successful candidate will have demonstrated ability in research and teaching. The Clinical Program adheres to the scientist-practitioner model and is APA and CPA accredited. Candidates should send a copy of their c.v., three publications, and three letters of reference to: Dr. Clive Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. The scheduled starting date is July 1, 1994. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF GUELPH - Applications are invited for a tenure-track position at the Assistant Professor level in the area of Applied Social Psychology. The successful candidate will be expected to contribute primarily to the integrated PhD program in Applied Social/Developmental Psychology. Preference will be given to candidates whose interests also span Personality and Individual Differences, since part of the expected undergraduate teaching load will be in these areas. Applicants should have a strong record of applied research; expertise in field research and qualitative methodologies would also be an asset. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, together with curriculum vitae and the names of three referees, should be sent to Dr. Michael L. Mathews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1 by February 15, 1994. The appointment is subject to final budgetary approval.

PUBLIC RELATIONS

MOUNT SAINT VINCENT UNIVERSITY - Department of Public Relations. Applications are invited for two tenure-track positions at the rank of Assistant Professor in the Department of Public Relations beginning July 1, 1994. Salary is based on Mount Saint Vincent University's Collective Agreement and appointments are subject to final budgetary approval. A PhD in media studies, communications or public relations is preferred. However, candidates prepared at the Masters level in a related field possessing significant industry experience and demonstrated evidence of research ability may be considered. Recent experience in one or more of the areas listed below and a demonstrated ability to teach at the university level are also required. Applicants should be prepared to teach basic news and feature writing and foundation courses as well as one or more of the following topic areas: electronic media applications in public relations; management and strategic planning; fundraising and community relations; planning/writing/editing/design of organizational publications. Letters of application with Curriculum Vitae and the names of three referees should be sent to Professor Patricia Parsons, Chair, Public Relations Department, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6. Mount Saint Vincent University is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of applications is January 31, 1994.

RELIGION

BISHOP'S UNIVERSITY - Department of Religion. Bishop's University invites applications for a tenure track position in the Religion Department at the level of Assistant Professor (salary floor for 1993-94 is in the $40,000.00 range). We are looking for candidates whose primary area of expertise is the New Testament. Teaching competence in the History of Christian Thought is the second requirement. Ability to teach other courses in Religion at the undergraduate level is also desirable. Candidates must possess a PhD or equivalent in the appropriate area. A record of successful undergraduate teaching will be an important asset. The appointment begins July 1st 1994. Applications with three supporting letters of reference should be sent no later than February 1st, 1994, to Dr. G.V. Reisdell, Dean of Humanities, Bishop's University, Lennoxville, Quebec J1M 1Z7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RELIGIOUS STUDIES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Applications are invited for a tenure-track position in Christian Thought and History at the rank of Lecturer or Assistant Professor, to begin September 1, 1994. Candidates should have a PhD (or equivalent) and teaching experience. The successful applicant will be expected to teach introductory courses in the history of Christianity (Early Church, Middle Ages, Reformation, and Modern Era). For the more advanced courses the successful applicant should have a specialized knowledge of the Middle Ages and the Patristic period. Applications, with a full curriculum vitae, should be submitted by January 31, 1994, to: Dr. D.J. Hawkin, Head, Department of Religious Studies, Memorial University of Newfoundland, St. John's, NF A1C 5S7. At least three letters of reference should be sent directly to the Department by the same date. It is the candidate's responsibility to ensure that these references are submitted. This appointment is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents. Memorial University is committed to employment equity.

RUSSIAN

UNIVERSITE D'OTTAWA - Département de langues et littératures modernes. Poste régulier en langue et littérature russe. Date d'entrée en fonction: le 1 juillet 1994. Rang: Professeur(e) adjoint(e). Salaire: selon la convention collective. Formation et compétence requises: Doctorat en littérature russe. Domaine de spécialisation: la littérature russe (soviétique et post-soviétique), critique et théorie littéraire. Aptitude à enseigner des cours de langue russe au premier cycle. L'expérience et le dossier de publications devraient permettre à la candidate ou au candidat de diriger des recherches au niveau des études supérieures. L'Université d'Ottawa étant une institution bilingue, le bilinguisme (français anglais) est une condition pour la permanence. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi et encourage également la participation de candidatures féminines. Date de clôture: Le 15 janvier, 1994. Prière d'adresser sa lettre de candidature avec un C.V., trois lettres de référence, à: Jules Boucher, Directeur, Département des langues et littératures modernes, Université d'Ottawa, Ottawa, Ontario K1N 6N5.

UNIVERSITY OF OTTAWA - Department of Modern Languages and Literatures. Tenure track position in Russian Languages and Literatures. Starting date: 1 July 1994. Rank: Assistant Professor. Salary: according to Collective agreement. Qualifications and description: PhD in Russian Literature. Expertise in Russian Literature (Soviet and Post-Soviet periods), Literary Criticism and Theory. Ability to teach undergraduate Russian language courses. Teaching experience and publication record should be such as to qualify the candidate for supervision of graduate studies. The University of Ottawa is a bilingual institution (French-English) and bilingualism is a condition for tenure. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment equity is a University Policy. The University strongly encourages applications from women. Application deadline: 15 January 1994. Applications including a curriculum vitae, three letters of reference, and any other supporting documents attesting to excellence in teaching and research should be sent to: Dr. Juana Munoz-Liceras, Chairperson, Department of Modern Languages et Literatures, University of Ottawa, Ottawa, Ontario K1N 6N5.

RUSSIAN & SLAVIC STUDIES

McGILL UNIVERSITY - Department of Russian & Slavic Studies, McGill University seeks to make a tenure-track appointment at the Assistant Professor level beginning September 1994 (subject to budgetary approval). Candidates in Russian and post-Soviet literature and culture. Fluent Russian and English essential. Candidate must be prepared to teach a variety of undergraduate courses and participate fully in both the M.A. and PhD programmes. The salary will be at the floor of the Assistant Professor level, present floor being $40,980. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications with c.v. and names of three referees should be sent to Professor Paul M. Austin, Chair, Russian & Slavic Studies, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, Canada H3A 1G5. McGill University is committed to equity in employment.

SOCIAL SCIENCES

CARLETON UNIVERSITY - Faculty of Social Sciences. Introduction to Social Sciences. Applications are invited for a position at the rank of Assistant Professor with a PhD in Economics, Geography, Law, Political Science, Psychology, or Sociology/Anthropology, to teach and take leadership in planning and coordinating a new interdisciplinary introductory skills and concepts course for social sciences BA majors and honours, and to do graduate supervision in the doctoral field. Special interest and demonstrated excellence in university teaching at introductory and other undergraduate levels are required. Preference will be given to candidates who have an ongoing program of research and publications and who have also had experience with teaching at the secondary level. Send letters of application, curriculum vitae, and the names of three referees by February 1, 1994 to M.L. Davies, Office of the Dean of the Faculty of Social Sciences, Loeb D391, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. This position is offered subject to budgetary approval. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIAL WORK

UNIVERSITY OF WINDSOR - School of Social Work. Applications are invited for two tenure track positions in the School of Social Work, effective July 1, 1994. One position is at the rank of Assistant or Associate Professor, and the other is at the rank of Assistant Professor. The school offers M.S.W. and B.S.W. programs and the appointees are expected to teach at both levels. The applicants must have a PhD or D.S.W., with a graduate degree in Social Sciences, and a demonstrated record of research and refereed publications. The required areas of specialization and experience include: research and teaching in the areas of (1) social policy and administration, community; (2) child and family. These positions are subject to budgetary approval. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Consideration of applications will begin January 15, 1994. Applicants should forward a curriculum vitae and the names of three referees to: Dr. James Chacko, Director, School of Social Work, University of Windsor, Windsor, Ontario N9B 3P4; Telephone: (519)253-4232 Ext. 3057; FAX: (519)973-7050.

UNIVERSITY OF TORONTO - The Faculty of Social Work announces a search for the I'Anson Professorship in the Health Sciences. Applications are invited for a tenure stream appointment at the assistant professor level, starting date to be negotiated. Candidates should demonstrate scholarship and research in culturally-sensitive approaches to bio-psycho-social problems in health and social welfare. The candidate will be cross-appointed to the Faculties of Medicine and Nursing and is expected to engage in cross disciplinary research and teaching. A one-time- only start-up research grant of $20,000 accompanies this appointment. The successful applicant will teach in the undergraduate and doctoral programs. Candidates should have a completed doctorate in Social Work or a field compatible with Social Work, and demonstrated potential to establish a recognized reputation in applied research and publication. All candidates should have strong teaching abilities. Applicants are invited to send, by February 25, 1994, a curriculum vitae, the names and addresses of three referees, and, a letter stating teaching, research, and professional interests relevant to the position to Professor Manon Boyo, Acting Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1A1. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO - Faculty of Social Work. Applications are invited for one tenure stream appointment at the assistant professor level, starting date to be negotiated. The successful applicant will teach in the masters and the doctoral programs. Candidates should have a completed doctorate in Social Work or a field compatible with Social Work, and demonstrated potential to establish a recognized reputation in applied research and publication. All candidates should have strong teaching ability. The position offers an opportunity to contribute to knowledge building for practice. Recruitment of candidates with scholarship and research in anti-racism, multiculturalism, and native issues in direct social work practice with individuals, families, and communities will be given priority. Substantive focus on child and family welfare is also desirable. Applicants are invited to send by February 25, 1994, a curriculum vitae and the names and addresses of three referees with a letter stating teaching, research, and professional interests relevant to the position to Professor Manon Boyo, Acting Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1A1. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY

YORK UNIVERSITY, Atkinson College, The Department of Sociology invites applications for a tenure-track appointment in the area of anti-racist research and practice commencing May 1, 1994 to April 30, 1995. This appointment is subject to budgetary approval by the University. Rank and salary open. The position is part of the Department's Certificate in Anti-Racist Research and Practice (CARRP), an applied anti-racist program combining an undergraduate curriculum, an active research component and community involvement. Sharing in the administration of the program, in collaboration with other CARRP faculty, is one of the responsibilities of the position. A demonstrated capacity for applied research and publication and/or resource production in the area of Anti-Racist Research and Practice in the Schools is required. Also required is practical experience in anti-racist work with the educational community. This may include consultations, facilitating workshops, and/or the development of anti-racist and inclusive curriculum. The ideal candidate will have adult teaching experience, preferably with non-traditional students. Teaching a Certificate course on "Anti-Racist Research and Practice in the Schools" and supervising CARRP students in their Directed Research will be major responsibilities of the person selected. Send a letter of application, curriculum vitae, the names of three referees, and examples of research to: Professor L. Davids, Chair, Sociology Department, Atkinson College, York University, North York, Ontario M3J 1P3 by December 31, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York university is implementing a policy of employment equity, including affirmative action for women faculty. The Sociology department encourages applications from qualified women and men, members of racial minorities, people with disabilities and Native Peoples.

SOCIOLOGY & ANTHROPOLOGY

UNIVERSITY OF WINDSOR - The Department of Sociology and Anthropology invites applications for one tenure-track position at the Assistant Professor level. Preference will be given to applicants who can contribute to one or more of the following specializations: family, sex and gender, race and ethnic relations, comparative development, social psychology, work, theory, criminology and medical sociology. Candidates are expected to have a PhD, excellence in scholarship and clear promise as a teacher. Applications will be accepted until January 30, 1994 or until the position is filled. The appointment is subject to final budgetary approval. The Department offers undergraduate degree programs in Sociology, Anthropology, Criminology, Family Studies, and a Masters degree in Sociology. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Candidates should send a curriculum vitae, a sample of their current work and provide the names of three referees to: Dr. M.L. Dietz, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, Ontario N9B 3P4; FAX: (519)971-3621.

MOUNT SAINT VINCENT UNIVERSITY - Department of Sociology/Anthropology. Applications are invited for the following positions: 1. A nine month sessional position in the Department of Sociology as the Lecturer or Assistant Professor level beginning August 16, 1994 and ending May 12, 1995. Salary is based on Mount Saint Vincent University's Collective Agreement and appointment is subject to final budgetary approval. Applications will be accepted until the position is filled. The applicant must be willing to teach introductory sociology and two other courses in the area. Qualifications: PhD or near completion of degree required. 2. A three-year term contract in the Sociology/Anthropology Department at the rank of Assistant Professor beginning July 1, 1994. Salary is based on Mount Saint Vincent University's Collective Agreement and appointment is subject to final budgetary approval. The deadline for receipt of applications is January 31, 1994. The applicant will be required to teach research methodology and may also be required to teach in the areas of Canadian society or education and must also be willing to participate in all areas of undergraduate department activities, including work with honours students and advising. Qualifications: PhD is required. Letters of application along with a curriculum vitae and the names of three referees should be sent to Dr. Jane Gordon, Chair, Sociology/Anthropology Department, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6. Mount Saint Vincent University is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SPANISH

UNIVERSITY OF WATERLOO - Spanish. Applications are being accepted for a tenure-track position at the assistant professor level. Applicants must have a PhD with a specialization in Peninsular and/or Latin American literature. Candidates must show potential for outstanding teaching and research. Duties will include teaching of undergraduate courses in language and literature. Salary competitive. Appointment effective September 1, 1994. Closing date for applications is January 30, 1994. Applications including an up to date copy of c.v. and names of three referees should be sent to Prof. A. Fame, Chair, Department of Spanish, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to the availability of funds.

McGILL UNIVERSITY - Spanish. Assistant Prof. Tenure-track position beginning 1 September 1994. PhD, native or near-native ability in Spanish. Demonstrated competence in Spanish-American poetry and poetics. In addition, a serious research interest in the Baroque, Mexico, intellectual history, as well as the ability to collaborate with the interdisciplinary program in Latin-American and Caribbean Studies would be considered assets. Duties may include teaching of language. Current base salary for Assistant Professor is $40,960. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. Send application and curriculum vitae to: Guillermo Quintero, Chair, Dept. of Hispanic Studies, McGill University, 1001 Sherbrooke Street W., Montreal, Canada H3A 1G5.

STATISTICS

UNIVERSITY OF BRITISH COLUMBIA - Limited-term assistant professorships, post-doctoral fellowships, sessional lecturerships and visiting positions for the year starting July 1, 1994, subject to final budgetary approval. PhD and demonstrated potential for excellence in teaching and research required. CV and 3 letters of reference by March 1, 1994 to Committee on Appointments, Department of Statistics, 2021 West Mall, University of British Columbia, Vancouver, B.C. V6T 1Z2. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

STATISTICS & ACUTARIAL SCIENCE

UNIVERSITY OF WATERLOO - Statistics & Actuarial Science. Applications are being accepted for one tenure track and at least one definite term position at the Assistant or Associate Professor in Statistics. These positions will be affiliated with a proposed Chair in Quality and Productivity at the University of Waterloo. A successful candidate must have a PhD in Statistics and an actively developing research program in reliability, experimental design, or closely related area of statistics. Duties include contributing to research efforts in industrial statistics, teaching at undergraduate and graduate level, and supervising graduate students. Experience with consulting and teaching in an industrial setting are definite assets. Salary range commensurate with qualifications and experience. Appointment beginning after January 1, 1994. The closing date for applications is December 31, 1993. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

OKANAGAN COLLEGE

COLLEGE PROFESSORS - ECONOMICS
Kelowna, B.C.

Under the direction of the Dean, Division of Arts, two College Professors are required in the Economics Department. Fields of specialization are open although the department is particularly interested in filling one position with a candidate who is capable of teaching third and fourth year courses in Economic History. A Ph.D. in the discipline and active engagement in scholarly activity are required. A commitment to excellence in undergraduate instruction is an important requirement.

These are continuing appointments effective August 2, 1994 and are subject to budgetary approval. Salary is $42,591 to $61,201 per annum with placement on the salary scale dependent upon qualifications and experience. Salary and working conditions are governed by the Okanagan University College Faculty Association.

Inquiries of an academic nature should be directed to Dr. Dennis McGuire, Chair, Department of Economics.

Please submit a curriculum vitae and the names of three referees in confidence by **March 1, 1994** to: **Competition No. 93FAC93, Personnel Office, Okanagan University College, 1000 KLO Road, Kelowna, BC, V1Y 4X8.**

UVic UNIVERSITY OF VICTORIA

UNIVERSITY OF SASKATCHEWAN
COLLEGE OF LAW

The College of Law, University of Saskatchewan, invites applications for one or more one-year term positions commencing July 1, 1994. The positions are subject to budgetary approval and normally will be made at the Assistant Professor level. Research and teaching at the LL.B. level will be required. Candidates must have completed the Master of Laws degree and have demonstrated proficiency and promise in legal research. Applications, accompanied by a curriculum vitae and the names of three referees, should be addressed to the **Dean, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.**

The University of Saskatchewan is committed to equality of employment for women, Aboriginal peoples, visible minorities, and disabled persons. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAKEHEAD UNIVERSITY

NATIVE PHILOSOPHY PROJECT
ROCKEFELLER FOUNDATION HUMANITIES FELLOWSHIP PROGRAM

The Lakehead University Native Philosophy Project is a cross-cultural interdisciplinary research program committed to further understanding of the manner in which the world is viewed by the Aboriginal peoples of the Americas.

Rockefeller Foundation Visiting Humanities Fellows are encouraged to explore any aspect of Native Philosophy including such concepts as 'person', 'self', 'individual', 'community', 'self-government', 'environment', 'value', and 'spirit', as well as possible interrelationships between such concepts, and methodological issues arising from this unique interdisciplinary area of research. Given the interdisciplinary nature of the Project, research proposals are invited from senior and emerging scholars with a humanities background in Native Studies, Native Art History, History, Language, Literature or Philosophy.

Lakehead University will host up to three Visiting Fellows each year (depending on the length of stay). The fellowship stipend is between $30,000 and $35,000 for the regular academic term, and pro-rated for shorter residencies.

Although local Ojibwa communities and Elders are the wellspring nourishing the Native Philosophy Project, the Project is particularly interested in the underlying philosophical assumptions (if any) common to all, or almost all, Native world views. Applications for Visiting Fellowships are therefore invited from Native and non-Native scholars interested in the philosophies of any of the Native peoples of North, Central or South America.

Deadline for applications is **January 15, 1994** (similarly in 1995 and 1996) for residencies beginning in September of that year.

For further information contact:

Dr. Connie Nelson
Director of Research and Graduate Studies
Lakehead University
Thunder Bay, Ontario
P7B 5E1
Canada

UNIVERSITY OF WATERLOO - Statistics & Actuarial Science. Applications are being accepted for one tenure track and one 2 year definite term position at the Assistant Professor level in Actuarial Science in the Department of Statistics and Actuarial Science, beginning July 1, 1994. A successful candidate must have a PhD in Actuarial Science or closely related area, have completed or be actively pursuing his/her Fellowship in the Canadian Institute of Actuaries (FCIA), and have the potential to develop an active and productive research program in an area of actuarial science. Industrial experience is also an essel. Duties include teaching undergraduate and graduate level courses, and supervising graduate students. Salary commensurate with qualifications and experience. The closing date for applications is January 31, 1994. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

SURGERY

THE UNIVERSITY OF BRITISH COLUMBIA - Faculty of Medicine. Associate Professor. The Department of Surgery at The University of British Columbia is seeking an outstanding academic vascular surgeon to serve as Head of the Division of Vascular Surgery. This will be a tenure track position. The individual we seek is expected to plan, manage, and implement academic programs that foster the professional and scholarly growth of a multi-institutional division and to provide leadership to the division's faculty. Applicants should have attained national and international stature in the field of vascular surgery, and demonstrate a record of excellence in scholarship, clinical service, and academic administration. The incumbent will have overall responsibility for undergraduate and postgraduate education within the division and be expected to promote the development of research programs of appropriate breadth and depth for a University division of national stature. Salary will be commensurate with experience and qualifications. Anticipated starting date will be February, 1994. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward a letter of application and updated curriculum vitae along with the names of two referees, by December 31, 1993 to: Dr. Richard J. Finley, Head, Department of Surgery, 910 West 10th Avenue, Rm. 3100, Vancouver, B.C. Canada V5Z 4E3.

TOURISM & HOSPITALITY MANAGEMENT

MOUNT SAINT VINCENT UNIVERSITY - Department of Tourism & Hospitality Management. Applications are invited for a tenure-track position at the rank of Assistant Professor in the Department of Tourism & Hospitality Management beginning July 1, 1994. Salary is based on Mount Saint Vincent University's Collective Agreement and appointment is subject to final budgetary approval. PhD is preferred. Industry experience in Tourism or in a related industry is required. Teaching experience is desirable. The position calls for teaching undergraduate courses in Tourism & Hospitality Management with special emphasis on Destination Planning and Development, Community Economic Planning, sustainable Tourism Development, and Eco-Tourism. Other responsibilities include advising students, service on departmental and university committees, developing proposals and conducting research. Letters of application with Curriculum Vitae and the names of three referees should be sent to Mr. James Macaulay, Chair, Department of Tourism and Hospitality Management, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6. Mount Saint Vincent University is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of applications is January 31, 1994.

URBAN & REGIONAL PLANNING

QUEEN'S UNIVERSITY - The School of Urban and Regional Planning. Applications are invited for a tenure track position at the assistant professor rank starting July 1994. Applicants should have a graduate degree in planning, design or applied environmental disciplines; a doctorate is preferred. We are looking for someone with demonstrated capabilities in computer applications (e.g. CAD, GIS) to planning. Eligibility (or willingness) to qualify for full membership in the Canadian Institute of Planners is desirable. Candidates are expected to have academic interests in the application of knowledge to problem solving in community and professional contexts. A strong commitment to graduate teaching and supervision is required. The School offers a master's degree in urban and regional planning and is actively engaged in research, publication and public service. It is a multidisciplinary program requiring the ability to work across disciplinary lines. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Send applications with curriculum vitae and names of three referees by December 31, 1993, to Dr. Mohammad Qadeer, Director, School of Urban and Regional Planning, Queen's University, Kingston, Ontario K7L 3N6.

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN - Veterinary Anesthesiologist. The Department of Veterinary Anesthesiology, Radiology & Surgery, Western College of Veterinary Medicine, University of Saskatchewan, invites applications for a tenure track position in Veterinary Anesthesiology at the Assistant/Associate Professor level. This position is subject to budgetary approval. Applicants must have a DVM or equivalent degree, be eligible for licensure in Saskatchewan, and be American College of Veterinary Anesthesiology Board certified or Board eligible. A post-graduate degree and experience in clinical investigation and team research are desirable. Primary duties include teaching veterinary anesthesiology to undergraduate DVM students, service in the Veterinary Teaching Hospital, and both collaborative and independent research. Salary will be commensurate with qualifications and experience. The University of Saskatchewan is committed to the principles of employment equity. Qualified applicants are invited to submit a letter of application including curriculum vitae and the names of three referees to: Dr. Peter Fretz, Head, Department of Veterinary Anesthesiology, Radiology & Surgery, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, SK S7N 0W0 Canada; Tel: (306)966-7065; Fax: (306)966-8747. Closing date for receipt of applications is December 31, 1993. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ZOOLOGY

THE UNIVERSITY OF MANITOBA - The Zoology Department at The University of Manitoba has a tenure track position to start July 1, 1994 at the Assistant Professor level, subject to final budgetary approval. Salary is dependent on qualifications and experience. Applicants must have a PhD with postdoctoral or equivalent experience in quantitative aspects of fisheries population biology and menegement. Responsibilities include undergraduate and graduate teaching and developing an independent, vigorous research program. Start-up support is available and opportunities exist for collaborative research. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applicants must submit a C.V., description of research and teaching interests, representative reprints and names of at least three references by January 31, 1994 to: **Dr. J.H. Gee, Department of Zoology,** University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. **Fax:** (204)275-6352; email: Gee@Bldgduff.Lan.Umanitoba.ca.

UNIVERSITY OF TORONTO - The Department of Zoology, University of Toronto invites applications for a tenure track position in the Assistant Professor level to begin July 1, 1994, subject to budgetary approval. We are particularly interested in applicants using molecular and genetic approaches to cell and developmental problems. The Department of Zoology has traditional strengths in Cell/Developmental Biology, Evolution, Ecology, and Animal Physiology, which provide a stimulus for interdisciplinary interactions. We have excellent research facilities and offer a competitive salary. The successful applicant is expected to develop an internationally recognized research program and to teach at the undergraduate and graduate level. Applicants with a PhD and postdoctoral experience at a relevant field should send a curriculum vitae and a one-page statement of future research plans, and arrange for three letters of reference to be sent to: Chair, Cell/Developmental Biology Search Committee, Department of Zoology, University of Toronto, Toronto, Ontario M5S 1A1 Canada. Applications will be considered beginning January 5, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

NOTICEBOARD

SOCIAL SCIENCES AND THE ENVIRONMENT - An Interdisciplinary Conference organized by the Social Science Federation of Canada, 17-19 February 1994, Chateau Laurier, Ottawa. The Environment as a Field of Knowledge and Involvement for Social Scientists. A poster session will highlight the work of doctoral students funded under the Eco-Research Programme. Information: (613)238-6112.

LES SCIENCES SOCIALES ET L'ENVIRONNEMENT - Une conference interdisciplinaire organisée par la Fédération canadienne des ciences sociales du 17 au 19 février 1994, Château Laurier, Ottawa. L'environnement comme domaine de connaissance et d'intervention pour les chercheurs en sciences sociales. Une séance affiches mettra en valeur le recherche d'étudiants ayant reçu une bourse de doctoral du Programme Eco-Recherche.

PERSPECTIVES ON LEARNING: A Developing Picture. A most provocative and compelling international education conference - "Perspectives on Learning" - takes place in Vancouver February 17, 18 & 19, 1994 at the Vancouver Trade and Convention Centre. Friday and Saturday, February 18 & 19, features individual workshops with local resource people and keynote speakers including Willard Daggett. "Perspectives on Learning" is an innovative conference at a crucial time. For registration information, call: Candace Marshall in North Vancouver at (604) 987-5667, or Stella Cordeiro in Chilliwack at (604) 795-4758.

CALL FOR PAPERS: Oct. 14-16, 1994; North American Conference on British Studies annual meeting in conjunction with Northwest Conference on British Studies, Vancouver, British Columbia. Call for proposals for papers and/or sessions by **March 15, 1994**. Contact Fred M. Leventhal, NACBS Program Chair, Department of History, Boston University, 226 Bay State Road, Boston, MA 02215.

ANNOUNCEMENT AND CALL FOR PAPERS. Sponsored by the International Ergonomics Association (IEA) consisting of 26 federated national ergonomics societies around the work, this specialized conference will be a part of the XIIth Triannial IEA Congress. The Rehabilitation Ergonomics Conference (**August 15-19, 1994**) will be devoted entirely to rehabilitation related ergonomics issues. General enquiries should be directed to the IEA '94 Secretariat, c/o JPDL Multimanagement Inc., Toronto, ON, Canada M5K 1E7; **Tel.** (416) 784-9396; **Fax:** (416) 784-0809.

THE ROYAL MILITARY COLLEGE OF CANADA will hold its 20th Annual Military History Symposium **March 24-26, 1994**. The topic is "Navies and Global Defence: Theories and Strategy". For more information and registration contact Dr. J. Errington or Dr. K. Neilson, Department of History, Royal Military College of Canada, Kingston, Ontario, K7K 5L0, (613) 541-6607.

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WINDSOR, ONTARIO. Bed and Breakfast near U of W, Antique Furnishings; $45.00 single $50.00 double call 1-519-256-3937.

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University of Alberta
Edmonton

Assistant Professor

Biomedical Engineering/ Medical Physics

Biomedical Engineers and Medical Physicists are invited to apply for a Faculty position in the Department of Applied Sciences in Medicine at the University of Alberta. The active research fields in this department are currently NMR Imaging and Spectroscopy, Biophysical Measurements and Rehabilitation Technology. The department is seeking to recruit a person conducting research in one of these areas, as well as undertake a normal teaching role.

Minimal qualifications are a PhD and demonstrated research success. It would be a distinct advantage to have experience in the area of biomedical imaging already active within the department.

Salary range: $40,035 - $57,003 (currently under review).

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Interested individuals should send a c.v. plus a brief outline of their proposed research program, to arrive on or before January 17, 1994, to:

The Chair
Department of Applied Sciences in Medicine
10-102 Clinical Sciences Building
University of Alberta
Edmonton, Alberta, Canada
T6G 2G3

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

February Bulletin Advertising Deadlines

Classified: January 7
Display: January 14

Censured Administrations in the U.S.

The administrations of the following institutions have been censured by the American Association of University Professors. Further information on these censures can be obtained by writing to them at 1012 Fourteenth Street, N.W., Suite 500, Washington D.C. 20005.

Grove City College (Pennsylvania) (March 1963, 15-24)	1963
University of the Ozarks (Arkansas) (December 1963, 352-59)	1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.	
Amarillo College (Texas) (September 1967, 292-302)	1968
Frank Phillips College (Texas) (December 1968, 433-38)	1969
University of Central Oklahoma (March 1969, 66-77)	1969
Southern Arkansas University (March 1971, 40-49)	1971
Camden County College (New Jersey) (September 1973, 356-62)	1974
Virginia Community College System (April 1975, 30-38)	1975
Concordia Seminary (Missouri) (April 1975, 49-59)	1975
Houston Baptist University (April 1975, 60-64)	1975
Murray State University (Kentucky) (December 1975, 322-28)	1976
Blinn College (Texas) (April 1976, 78-82)	1976
Marquette University (Wisconsin) (April 1976, 83-94)	1976
University of Osteopathic Medicine and Health Sciences (Iowa) (April 1977, 82-87)	1977
State University of New York (August 1977, 237-60)	1978
University of Detroit Mercy (March 1978, 36-54)	1978
Phillips County Community College (Arkansas) (May 1978, 93-98)	1978
University of Texas of the Permian Basis (May 1979, 240-50)	1979
Wingate College (North Carolina) (May 1979, 251-56)	1979
Olivet College (Michigan) (April 1980, 140-50)	1980
Nichols College (Massachusetts) (May 1980, 207-12)	1980
Bridgewater State College (Massachusetts) (April 1981, 86-95)	1981
Yeshiva University (New York) (August 1981, 186-95)	1982
American International College (Massachusetts) (May-June 1983, 42-46)	1983
Illinois College of Optometry (November-December 1982, 17a-23a)	1984
Metropolitan Community Colleges (Missouri) (March-April 1984, 23a-32a)	1984
Westminster College of Salt Lake City (Nov.-Dec.1984, 1a-10a)	1985
Southwestern Adventist College (Texas) (Jan.-Feb.1985, 1a-9a)	1985
Talladega College (Alabama) (May-June 1986, 6a-14a)	1986
Southern Nazarene University (Oklahoma) (Nov.-Dec.1986, 7a-11a)	1987
The Catholic University of Puerto Rico (May-June 1987,33-38)	1987
Husson College (Maine) (May-June 1987, 45-50)	1987
Hillsdale College (Michigan) (May-June 1988, 29-33)	1988
University of Judaism (California) (May-June 1988, 34-40)	1988
Maryland Institute, College of Art (May-June 1988, 49-54)	1988
Southeastern Baptist Theological Seminary (North Carolina) (May-June 1989, 35-45)	1989
Alabama State University (May-June 1989, 46-56)	1989
Concordia Theological Seminary (Indiana)(May-June 1989,56-67)	1989
The Catholic University of America (Sept.-Oct. 1989, 27-40)	1990
Saint Leo College (Florida) (November-December 1989, 34-40)	1990
New York University (May-June 1990, 49-56)	1990
Dean Junior College (Massachusetts) (May-June 1991, 27-32)	1992
Wesley College (Delaware) (May-June 1992, 24-36)	1992
The New Community College of Baltimore (May-June 1992, 37-41)	1992
Loma Linda University (California) (May-June 1992,42-49)	1992
Chowan College (North Carolina) (May-June 1992, 50-54)	1992
Clarkson College (Nebraska) (May-June 1993, 46-53)	1993
North Greenville College (South Carolina) (May-June 1993, 54-64)	1993
Savannah College of Art and Design (May-June 1993, 65-70)	1993

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Low Season: 01 April - 31 August 1994
High Season: 01 December 1993 - 28 February 1994

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